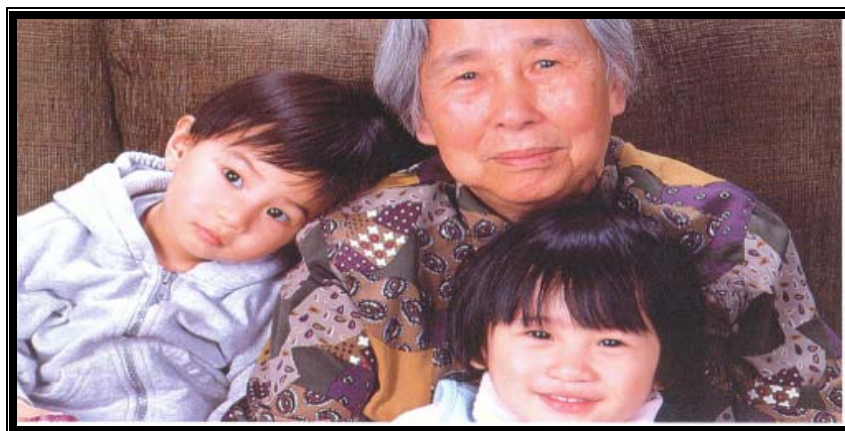
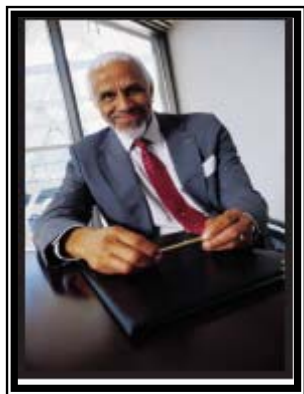




## 2005 California Senior Employment Services State Coordination Plan Addendum

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# 2005 California Senior Employment Services State Coordination Plan Addendum

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Submitted by  
California Department of Aging  
1600 K Street  
Sacramento, CA 95814



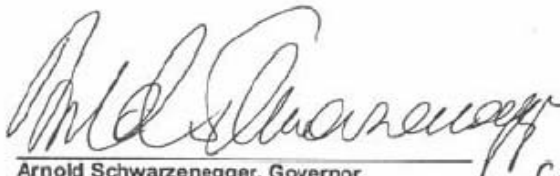
STATE OF CALIFORNIA


DELEGATION OF AUTHORITY  
STATE SENIOR EMPLOYMENT SERVICES COORDINATION PLAN

I, Arnold Schwarzenegger, Governor of the State of California, hereby grant authority to Lynda Terry, Director of the California Department of Aging, to sign and submit, on my behalf, the State Senior Employment Services Coordination Plan as specified by the US Department of Labor in 20 CFR, Subpart C, Section 641.310 of the Older Americans Act.

The Department of Aging is designated by the federal Administration on Aging as the official State Unit on Aging responsible for the administration of programs funded under the Older Americans Act of 1965, as amended in 2000 and will ensure all requirements are met.

This delegation of authority shall be in effect until rescinded.

  
Arnold Schwarzenegger, Governor

  
for Lynda Terry, Director

Signed this 13 day of August, 2004

## Introduction

Per the U. S. Department of Labor (DoL) instructions, only a modification to the California Senior Employment Services Coordination Plan is needed for Program Year (PY) 2005. For this reason, the Plan Work Group decided to submit an addendum to the current Plan instead of a full Plan for PY 2005. The Addendum contains the sections in which modification/strategic focuses were incorporated. For the sections of the Plan that contain no change, please refer to the original Plan submitted for PY 2004, which contains the Delegation of Authority dated August 13, 2004.

## Overview of Grantees

During Fiscal Year (FY) 2004-05, the California Department of Aging (CDA) received 1,052 authorized participant slots, which is a decrease of nine slots from the previous FY. The 10 Senior Community Service Employment Program (SCSEP) National Contractors who operate programs in California received 4,105 authorized participant slots for FY 2004-05, which is a decrease of 14 participant slots.

Currently, CDA contracts with 18 Area Agencies on Aging (AAA) to provide SCSEP services and collaborates with the 10 SCSEP National Contractors to ensure the equitable distribution of participant slots within California's county structure and the aging networks 33 Planning and Service Areas (PSA). Attachment A identifies the breakdown of PSA designations in California.

Listed below is an updated directory of the 10 National Contractors who operate SCSEPs in California:

NATIONAL CONTACTS	STATE CONTACTS
<b>AARP FOUNDATION (AARP)</b>  Jim Seith, National Director AARP Foundation – SCSEP 601 E Street, NW Washington, DC 20049 Phone: (202) 434-2020 Fax: (202) 434-6446 E-mail: <a href="mailto:scseith@aol.com">scseith@aol.com</a> Web site: <a href="http://www.aarp.org">www.aarp.org</a>	<b>AARP FOUNDATION (AARP)</b>  Steve Cook, Area Manager AARP Foundation – SCSEP 105 South 3 <sup>rd</sup> Street, Suite 12 Yakima, WA 98901 Phone: (509) 853-3410 Fax: (509) 853-3411 E-mail: <a href="mailto:scsmcook@aol.com">scsmcook@aol.com</a> Web site: <a href="http://www.aarp.org">www.aarp.org</a>
<b>EXPERIENCE WORKS (EW)</b>  Margaret A. Auken (Peggy), Regional Director 1902 Thomas Avenue, Suite 209 Cheyenne, WY 82001-3549 Phone: (800) 584-9161 Fax: (307) 638-4187 E-mail: <a href="mailto:peggy_auken@experienceworks.org">peggy_auken@experienceworks.org</a> Web site: <a href="http://www.experienceworks.org">www.experienceworks.org</a>	<b>EXPERIENCE WORKS (EW)</b>  Margaret A. Auken (Peggy) Regional Director 1902 Thomas Avenue, Suite 209 Cheyenne, WY 82001-3549 Phone: (800) 584-9161 Fax: (307) 638-4187 E-mail: <a href="mailto:peggy_auken@experienceworks.org">peggy_auken@experienceworks.org</a>

NATIONAL CONTACTS	STATE CONTACTS
<b>NATIONAL ABLE NETWORK (ABLE)</b>  Richard L. Kurtz, Jr., Chief Operating Officer National Able Network 180 N. Wabash Avenue Chicago, IL 60601 Phone: (312) 580-0344 Fax: (312) 580-0348 E-mail: <a href="mailto:rkurtz@nationalable.org">rkurtz@nationalable.org</a> Web site: <a href="http://www.operationablechicago.org">www.operationablechicago.org</a>	<b>NATIONAL ABLE NETWORK (ABLE)</b>  James E. Leahy, Executive Director National Able Network Volunteer Center of Los Angeles 8134 Van Nuys Boulevard, 200 Panorama, CA 91402 Phone: (818) 908-5068 Fax: (818) 908-5147 E-mail: <a href="mailto:jleahy@vcla.net">jleahy@vcla.net</a>
<b>NATIONAL ASIAN PACIFIC CENTER ON AGING (NAPCA)</b>  Clayton Fong, Executive Director Christine Takada, SCSEP National Director Connie Meyers, Acting SCSEP National Coordinator National Asian Pacific Center on Aging Melbourne Tower 1511 Third Avenue, Suite 914 Seattle, WA 98101 Phone: (206) 838-8171 (Christine) Phone: (206) 624-1221 (Connie) Fax: (206) 624-1023 E-mail: <a href="mailto:christine@napca.org">christine@napca.org</a> E-mail: <a href="mailto:connie@napca.org">connie@napca.org</a> Website: <a href="http://www.napca.org">www.napca.org</a>	<b>NATIONAL ASIAN PACIFIC CENTER ON AGING (NAPCA)</b>  Shirley Yee Los Angeles Center Director National Asian Pacific Center on Aging 3407 West 6 <sup>th</sup> Street, Suite 800 Los Angeles, CA 90020 Phone: (213) 365-9005 Fax: (213) 365-9042 E-mail: <a href="mailto:napca@pacbell.net">napca@pacbell.net</a> Web site: <a href="http://www.napca.org">www.napca.org</a>
<b>ASOCIACION NACIONAL PRO PERSONAS MAYORES (ANPPM)</b>  Dr. Carmela G. Lacayo, President/CEO Asociacion Nacional Pro Personas Mayores 234 East Colorado Blvd., Suite 300 Pasadena, CA 91101 Phone: (626) 564-1988, Ext. 202 Fax: (626) 564-2659 E-mail: <a href="mailto:anppm@aol.com">anppm@aol.com</a> Web site: <a href="http://www.nih.gov/nia/related/aoaresrc/dir/127.htm">www.nih.gov/nia/related/aoaresrc/dir/127.htm</a>	
<b>THE NATIONAL COUNCIL ON THE AGING, INC (NCOA)</b>  Donald L. Davis, Vice President Workforce Development Division The National Council on the Aging, Inc. 300 D Street, SW, Suite 801 Washington, DC 20024 Phone: (202) 479-6640 Fax: (202) 479-0735 E-mail: <a href="mailto:donald.davis@ncoa.org">donald.davis@ncoa.org</a>	<b>THE NATIONAL COUNCIL ON THE AGING, INC (NCOA)</b>  Nicholas de Lorenzo, State Director The National Council on the Aging, Inc. 870 Market Street, Room 785 San Francisco, CA 94102 Phone: (415) 955-8560 Fax: (415) 982-0528 E-mail: <a href="mailto:nicholas.delorenzo@ncoa.org">nicholas.delorenzo@ncoa.org</a> Web site: <a href="http://www.ncoa.org">www.ncoa.org</a>

NATIONAL CONTACTS	STATE CONTACTS
<p>NATIONAL INDIAN COUNCIL ON AGING, INC. (NICOA)</p> <p>Frieda Clark, National SCSEP Director National Indian Council on Aging, Inc. 10501 Montgomery Blvd., NE, Suite 210 Albuquerque, NM 87111-3846 Phone: (505) 292-2001 Fax: (505) 292-1922 E-mail: <a href="mailto:frieda@nicoa.org">frieda@nicoa.org</a> Web site: <a href="http://www.nicoa.org">www.nicoa.org</a></p>	<p>NATIONAL INDIAN COUNCIL ON AGING, INC. (NICOA)</p> <p>Maryann Paredes, California Project Manager National Indian Council on Aging, Inc. 5997 Brockton Avenue, Suite C Riverside, CA 92506 Phone: (909) 369-8581 Fax: (909) 369-8565 E-mail: <a href="mailto:maryann@nicoa.org">maryann@nicoa.org</a> Web site: <a href="http://www.nicoa.org">www.nicoa.org</a></p>
<p>SENIOR SERVICE AMERICA, INC. (SSA)</p> <p>Tony Sarmiento, Executive Director Jodie Fine, Deputy Director Terry Reynolds, Program Officer Mohan Singh, Program Director Senior Service America, Inc. 8403 Colesville Road, Suite 1200 Silver Spring, MD 20910-3314 Phone: (301) 578-8469 (Tony) Phone: (301) 578-8834 (Jodie) Phone: (301) 578-8812 (Terry) Phone: (301) 578-8990 (Mohan) Fax: (301) 578-8947 E-mail: <a href="mailto:tsarmiento@ssa-i.org">tsarmiento@ssa-i.org</a> E-mail: <a href="mailto:jfine@ssa-i.org">jfine@ssa-i.org</a> E-mail: <a href="mailto:treynolds@ssa-i.org">treynolds@ssa-i.org</a> E-mail: <a href="mailto:msingh@ssa-i.org">msingh@ssa-i.org</a> Web site: <a href="http://www.seniorserviceamerica.org">www.seniorserviceamerica.org</a></p>	
<p>SER – JOBS FOR PROGRESS NATIONAL INC. (SER)</p> <p>Jesse Leos, National SCSEP Director Maria Gomez, National SCSEP Liaison SER – Jobs For Progress National, Inc. 5215 N. O'Connor Blvd., Suite 2550 Irving, TX 75039 Phone: (972) 506-7815 Ext. 369 (Jesse) Phone: (972) 506-7815 Ext. 310 (Maria) Fax: (972) 506-7832 E-mail: <a href="mailto:jleos@ser-national.org">jleos@ser-national.org</a> E-mail: <a href="mailto:mgomez@ser-national.org">mgomez@ser-national.org</a> Web site: <a href="http://www.ser-national.org">www.ser-national.org</a></p>	

NATIONAL CONTACTS	STATE CONTACTS
<p>UNITED STATES DEPARTMENT OF AGRICULTURE FOREST SERVICE (USFS)</p> <p>Bridget Harris, SCSEP Program Manager Priscella McCray, SCSEP Program Manager United States Department of Agriculture Forest Service 1621 North Kent Street, Room 1010 RPE Arlington, VA 22209 Phone: (703) 605-4847 (Bridget) Phone: (703) 605-4853 (Priscella) Fax: (703) 605-5115 E-mail: <a href="mailto:bharris01@fs.fed.us">bharris01@fs.fed.us</a> E-mail: <a href="mailto:pmccray@fs.fed.us">pmccray@fs.fed.us</a> Web site: <a href="http://www.usda.gov">www.usda.gov</a></p>	<p>UNITED STATES DEPARTMENT OF AGRICULTURE FOREST SERVICE (USFS)</p> <p>Erna Smith, Senior Program Manager United States Department of Agriculture Forest Service - Pacific Southwest Region 1323 Club Drive Vallejo, CA 94592 Phone: (707) 562-8727 Fax: (707) 562-9036 E-mail: <a href="mailto:esmith01@fs.fed.us">esmith01@fs.fed.us</a> Web site: <a href="http://www.usda.gov">www.usda.gov</a></p>
	<p>UNITED STATES DEPARTMENT OF AGRICULTURE FOREST SERVICE (USFS)</p> <p>Rochelle Selvin, Senior Program Manager United States Department of Agriculture Forest Service - Pacific Southwest Research Station Personnel Office 800 Buchanan Albany, CA 94701 Phone: (510) 559-6362 Fax: (510) 559-6352 E-mail: <a href="mailto:rselvin@fs.fed.us">rselvin@fs.fed.us</a> Web site: <a href="http://www.usda.gov">www.usda.gov</a></p>

### Section 3 Comments

All proposed changes to the Plan were discussed at the SCSEP State and National Contractors Meeting held on March 1 and 2, 2005 in Sacramento, California. The Plan was posted on CDA's website for comments from April 19, 2005 through April 26, 2005. An e-mail (Appendix A1) announcing the posting of the Plan on CDA's website was sent to all 33 AAA Directors; CDA's 27 SCSEP Projects and Sub-Projects; the 10 National SCSEP Providers in California; 199 Comprehensive, Affiliated, and Specialized One-Stop Career Center (OSCC) Site Supervisors; Chairs of 49 Local Workforce Investment Boards (LWIBs); State Board Chair, California Workforce Investment Board (CWIB); and the Director of the Senior Worker Advocate Office (SWAO), Employment Development Department (EDD).

Comments were received from USFS, EW, and ANPPM. The following is a summary of the comments received. EW requested a change to their contact information which was incorporated into the Plan. USFS requested that a statement regarding their MOU activities be included in the Plan. ANPPM indicated that they felt that the Plan did not include any of the special language training needs of the monolingual older worker groups in California. An additional factor mentioned related to the markedly different unemployment rates for minorities in California, which has a significant impact on the new SCSEP unsubsidized placement goals. At the next Plan Work Group meeting, a discussion will take place on how to incorporate these issues into future Plans. The actual comments are attached (Appendix A2).

## **Section 4 Plan Provisions**

### **A. Basic Distribution of SCSEP Participant Slots**

Appendix BB1 displays the revised FY 2004-05 Equitable Distribution (ED) Report submitted for approval to DoL by California.

In FY 2004-05, DoL reduced by 23 the allocated participant slots to the State and National Contractors in California based on a federal decrease in funds allocated for the SCSEP nationwide. The method used for the redistribution of slots was consistent with the established goal of reaching a parity level of +/- 10 for each county in California. Throughout the year, the coordination of slot transfers and reductions took place via telephone and written correspondence with National Contractors. The goal was accomplished in 56 of 58 counties. It was determined that movement to create a lower parity rate less than +/- 10 would be too disruptive to the program and its participants during the current FY.

The changes referenced in Appendix BB1 are outlined as follows:

**AARP Foundation** has redistributed authorized slots due to a reduction and transfer of slots in California in the following counties:

- Per an agreement between AARP and SSA, AARP transferred 90 slots to SSA, and in exchange, AARP received 43 slots from SSA in Florida. The remaining 47 slots plus an additional two slots were reduced from AARP's allocation in California resulting in a total of 448 slots in California, a reduction of 92 slots, from 540 to 448 slots.
- Exchanges were made as follows: AARP transferred to SSA 51 slots in Santa Barbara County and 39 slots in San Luis Obispo County. These totals include a transfer of 10 additional slots: 2 slots from Humboldt County and 8 slots from Sonoma County to improve the equitable share and bring these counties closer to parity.
- Humboldt County was reduced by 4 slots, from 35 to 31, which brought the county's status to 5 above parity. As mentioned previously, 2 of these slots were transferred to SSA in Santa Barbara County, and 2 slots were the result of budget reductions.



- Sonoma County was reduced by 8 slots, from 59 to 51, which changed the county's status to 1 above parity. As mentioned previously, 3 of these slots were transferred to SSA in Santa Barbara County and the remaining 5 were transferred to SSA in San Luis Obispo County.

**EW** received a decrease of 1 slot, from 391 to 390 slots, and was approved by the DoL to redistribute their authorized slots in the following counties in order to establish a new program in Ventura County.

- Amador County was decreased by 3 slots, from 8 to 5, which brought the county's status to parity.
- Calaveras County was decreased by 1 slot, from 6 to 5, which changed the county's status to 1 above parity.
- Colusa County was decreased by 3 slots, from 5 to 2, which brought the county's status to parity.
- Glen County was decreased by 3 slots, from 6 to 3, which brought the county's status to parity.
- Kern County was increased by 5 slots, from 80 to 85, which changed the county's status to 1 below parity.
- Lake County was decreased by 4 slots, from 22 to 18, which brought the county's status to parity.
- Lassen County was decreased by 3 slots, from 4 to 1, which changed the county's status to 4 above parity.
- Mariposa County was increased by 1 slot, from 5 to 6, which brought the county's status to parity.
- Mendocino County was increased by 1 slot, from 16 to 17, which changed the county's status to 3 below parity.
- Merced County was increased by 8 slots, from 17 to 25, which brought the county's status to parity.
- Modoc County was decreased by 3 slots, from 3 to 0, which changed the county's status to 2 below parity.
- Nevada County was decreased by 1 slot, from 4 to 3, which brought the county's status to parity.
- Plumas County was decreased by 4 slots, from 4 to 0, which changed the county's status to 1 below parity.

- Sacramento County was increased by 5 slots, from 10 to 15 and then decreased by 1 slot, from 15 to 14, which brought the county's status to parity.
- San Benito was decreased by 2 slots, from 7 to 5, which brought the county's status to parity.
- Shasta County was decreased by 2 slots, from 16 to 14, which brought the county's status to parity.
- Sierra County was decreased by 1 slot, from 1 to 0, which brought the county's status to parity.
- Siskiyou County was decreased by 2 slots, from 2 to 0, which changed the county's status to 9 above parity.
- Solano County was increased by 2 slots, from 12 to 14, which changed the county's status to 5 below parity.
- Stanislaus County was increased by 6 slots, from 10 to 16, which brought the county's status to parity.
- Sonoma County was decreased by 2 slots, from 12 to 10, which changed the county's status to 1 above parity.
- Sutter County was increased by 3 slots, from 10 to 13, which changed the county's status to 3 below parity.
- Trinity County was decreased by 3 slots, from 3 to 0, which brought the county's status to parity.
- Tuolumne County was decreased by 2 slots, from 8 to 6, which changed the county's status to 4 above parity.
- Ventura County was increased by 10 slots, from 0 to 10, which brought the county's status to parity and established a new program to support the State project in that county.
- Yuba County was decreased by 2 slots, from 8 to 6, which brought the county's status to parity.

**ANPPM** received a decrease of 3 slots, from 667 to 664 slots, and reduced slots in the following county:

- Los Angeles County was decreased by 3 slots, from 248 to 245.

**NAPCA** received a decrease of 1 slot, from 369 to 368 slots, and reduced a slot in the following county.

- Orange County was decreased by 1 slot, from 100 to 99, which changed the county's status to 11 below parity.

**NCOA** received a decrease of 2 slots, from 477 to 475 slots, and reduced their authorized slots in the following county:

- Solano County was decreased by 2 slots, from 15 to 13.

**SSA** received a decrease of 2 slots, and per their agreement with AARP, received an increase of 90 slots in California, from 490 to 578 slots, which were distributed in the following counties:

- Alameda County was decreased by 3 slots, from 179 to 176.
- Los Angeles City was increased by 1 slot from 25 to 26.
- Monterey County was increased by 2 slots, from 44 to 46, which brought the county's status to parity.
- Orange County was decreased by 5 slots, from 40 to 35, which changed the county's status to 11 below parity.
- San Diego County was increased by 3 slots, from 85 to 88.
- San Luis Obispo County was increased by 39 slots, from 0 to 39, which changed the county's status to 1 below parity. As mentioned above, AARP transferred 34 slots from San Luis Obispo County and 5 slots from Sonoma County to SSA.
- Santa Barbara County was increased by 51 slots, from 0 to 51, which changed the county's status to 3 below parity. As mentioned above, AARP transferred 46 slots from Santa Barbara County, 2 slots from Humboldt County, and 3 slots from Sonoma County to SSA.

**SER** received a decrease of 2 slots, from 621 to 619 slots, and redistributed their authorized slots in the following counties:

- San Diego County was decreased by 2 slots, from 91 to 89, which changed the county's status to 5 below parity.
- Los Angeles City was decreased by 10 slots, from 92 to 82, which changed the city's status to 10 below parity.
- Los Angeles County was increased by 10 slots, from 108 to 118, which changed the county's status to 5 above parity.

**USFS** received a decrease of 1 slot, from 345 to 344 slots, and redistributed their authorized slots in the following counties:

- Alameda County was increased by 2 slots, from 0 to 2, which changed the county's status to 2 above parity.
- Solano County was decreased by 3 slots, from 7 to 4, which changed the county's status to 5 below parity.

**CDA** received a decrease of 9 slots, from 1,061 to 1,052 slots, and redistributed their authorized slots in the following counties:

- The Contra Costa AAA decided to discontinue the administration of CDA's SCSEP in FY 2004-05. This program was responsible for administering 13 slots. Since CDA was faced with a budget reduction of 9 slots, these 9 slots were absorbed by the closure of the Contra Costa SCSEP and the remaining 4 slots were transferred to the nearby county of Marin, which was below parity by 5 slots. This transfer brought the Marin County's status to parity. The loss of a project in Contra Costa County changed the county's status from 7 to 19 below parity.

Appendix BB2 displays (with yellow highlighted text) SCSEP providers that have not come to closure with the revised movement of slots as reflected in the FY 2004-05 ED Report submitted to DoL for approval. The revised movement of slots is consistent with the established goal of reaching a parity level of +/- 10 for each county in California.

Strategic Focus #1: The State will continue to work with National Contractors to ensure slots are distributed throughout California according to the allocation ratio required by DoL. Contractors will be expected to redistribute slots as specified in the ED within the next 2-3 years to ensure parity is achieved.

## **B. Rural and Urban Populations**

Within the State of California's total population of 33.9 million residents, 18 percent (6.2 million) are 55 years of age and over. Of the population 55 years of age and over, 8 percent (474,786) reside in rural areas of the State, and 92 percent (5.7 million) reside in the urban areas of the State.

Appendix C1 displays by race, Hispanic origin, PSA and county, the number of residents 55 years of age or over in California that live in rural areas, which is used as an indicator of greatest social need for services.

Appendix E displays by race, Hispanic origin, PSA and county, the total population 55 years of age and over in California.

Subtracting the data displayed in Appendix E from the data displayed in Appendix C1 represents the total urban population for the State of California 55 years of age and over, which amounts to 5,734,965.

## C. Special Populations

Appendix F1 displays the number of Californians 55 years of age or older with income at or below 125 percent of the federal poverty level for each PSA and county in the State. This data determines the statewide equitable distribution of participant slots.

The data included in Appendix G1 displays an update of the SCSEP participant characteristics in California for FY 2003-04 based on gender, age, ethnicity, individuals that are at or below the poverty level, veterans, and disabled.

The following information provides a comparison of California's SCSEP participants served during FY 2003-04 and FY 2002-03.

In FY 2003-04, there were 4,010 individuals enrolled in the program, which was a 6 percent increase from FY 2002-03. In comparing the number of women to men served, 64 percent were women, which is a 3 percent increase from the prior year; and 36 percent were men, a 3 percent decrease.

The percentage of participants served between 55 – 59 years of age decreased by 11 percent, from 33 percent to 22 percent. The percentage of participants served between 60 – 69 years of age remained at 49 percent. Twenty-nine percent were 70 years of age and older, which represents a significant increase of 11 percent for this age group.

Twenty-eight percent of the participants had one-to-three years of college; a decrease of 2 percent from the prior year, and 16 percent had four or more years of college, a decrease of 3 percent from the prior year. Thirty-two percent of the participants do not possess a high school diploma or equivalent, which is a 14 percent increase compared to the prior FY.

A comparison of the data collected from the previous year indicates a change in the characteristics of individuals served. Those changes include: more women served than men, an increase of individuals who were 70 years and older, an increase of participants who do not possess a high school diploma or equivalent, and a decrease of participants with a college education.

In summary, the shift in participants served in FY 2003-04 indicates that SCSEP is working with the hardest to serve population. The participants represent an older cohort, with minimal education, who require extensive training to update their skills to a marketable level. As a result of this demographic trend, California's SCSEP will take a more holistic approach when addressing the needs of this special population.

**Strategic Focus #2:** Increase the self-sufficiency of low-income, unemployed, less educated older individuals by implementing the following:

OBJECTIVES	STRATEGIES	INDICATORS	OUTCOMES
To address the increased barriers of this diverse population.	<p>Projects will undertake a more comprehensive approach when working with participants.</p> <p>Projects will coordinate with EDD to identify agencies that work with employers who hire individuals with a felony record.</p>	A greater emphasis on providing support services to participants.	Older workers will achieve economic self-sufficiency.

In comparing this year's SCSEP participant ethnic characteristics to last year's, all ethnic categories remained the same except for the Hispanic/Latino category with a 2 percent increase, and the Asian/Pacific Islander with a 2 percent decrease. This new analysis demonstrates that the SCSEPs continue to exceed the provision of services to ethnic populations as it relates to the State percentage in all but one ethnic category.

<u>Ethnicity</u>	<u>State percentage (2000 census data)</u>	<u>PY 2005 SCSEP participant Characteristics</u>	<u>PY 2004 SCSEP participant Characteristics</u>
White	66.5%	38%	38%
Black	5.5%	16%	16%
American Indian/Alaskan Native	0.443%	1%	1%
Asian/Pacific Islander	10.56%	17%	19%
Hispanic/Latino	15.23%	28%	26%
Other	.12%	*	*
Multirace	.16%	*	*

\* Quarterly progress reports do not currently require the collection of this data.

#### **D. Type of Skills**

To obtain up-to-date information in this section, the State Plan Survey was revised and re-circulated to gather current information for the sections added to this addendum. One primary focus was the Workforce Investment Act (WIA) coordination, collaboration, and partnerships. (Appendix H1)

A total of 66 surveys were submitted to CDA. This is a considerable drop in participation from the previous survey where 118 surveys were submitted. Eighteen of CDA's SCSEP grantees and seven of the ten national contractors responded to the survey.

Survey results were received from: AARP Foundation, SSA, EW, NAPCA, NCOA, SER, and U.S. Department of Agriculture Forest Service.

- Throughout California's 58 counties, the general unemployment rate ranged from 3 to 23 percent compared to the 4 to 21 percent variance reported in the PY 2004 Plan. This change represents a decrease as well as an increase in the rates from county to county. The decrease varied from .2 to 3.8 percent and the increase varied from .1 to 1.1 percent. Overall, most counties unemployment rates dropped; however, the overall unemployment rate of 5.8 percent for California (as of December 2004) is higher than the U.S. rate of 5.4 percent.
- Fifteen of the 66 respondents identified different labor market needs for FY 2003-04 than was reported in the previous survey. There was a change in the highest ranked categories as follows: retail – 6; construction – 4; health services and real estate each had – 3; hotel and cashier each had – 2; education, information technology, and security each had – 1. The information received for the current FY demonstrates a continued need for cashiers, retail sales, and health services statewide.
- The new survey results indicated no significant change in the ability of participants to meet labor market needs; however, 9 percent of the respondents reported that their participants no longer meet the labor market needs in their counties and only 10 percent somewhat met the labor market needs due to a shift in their top two labor market needs.

Additional barriers to employment for California's older worker population were identified. The chart on page 13 provides a list of the most commonly reported barriers in FY 2003-04 and FY 2002-03. Projects also reported new barriers, which include: homelessness, substance abuse, drug traffickers recently released from prison, and an increased enrollment of individuals with a felony record. Lack of confidence and lower self-esteem, due to perceived age discrimination when seeking employment, was mentioned as well.

Results of the new survey revealed the following reasons why participants were not able to meet the highest labor market needs:

- Computer literacy and lack of job ready skills (a major barrier listed in the previous survey). However, physical limitations or stamina (a participant must be able to stand for extended periods of time to perform the duties required of a cashier or retail sales associate) did not increase/decrease from the previous survey. In some cases, participants were not interested in training for positions that met the top two labor market needs identified by some counties, i.e., cashier, retail sales, hospitality, etc.

- New SCSEP regulations have created significant challenges for projects. Emphasis has shifted from community service to employment, with the current applicant pool reduced to those individuals who participate in other federally subsidized programs, e.g., housing, food stamps, etc. Eligible applicants have chosen not to participate in SCSEP for fear of losing other public assistance once unsubsidized employment is obtained. If eligible applicants choose not to participate in SCSEP, recruitment will present even more challenges.
- Many projects find that OSCC, even after sensitivity training on the needs of older workers, are either unable or unwilling to serve older workers. This may be directly or indirectly linked to the high placement requirement for WIA programs.

Barrier	Number of Projects That Listed this Barrier from FY 2003-04	Percent of the 66 Surveys Received for FY 2003-04	Barrier	Number of Projects That Listed this Barrier from the FY 2002-03	Percent of the 118 Surveys Received for the FY 2002-03
Computer literacy	19	29%	Transportation	52	44%
Lack of job ready skills	18	27%	Education	44	37%
Health	10	15%	Literacy skills	42	36%
Physical limitation/ stamina	7	11%	English proficiency	40	34%
			Cultural diversity of population	25	21%
			College or graduate degrees were out of date	24	20%
			College or graduate degrees were from foreign countries	21	18%
			Computer literacy	20	17%
			College or graduate degrees were obsolete	18	15%
			Age	10	8%

The California Labor Market Review (CLMR), a monthly publication of California's EDD Labor Market Information Division, listed in its December 2004 issue the seasonally adjusted California unemployment rate at 5.8 percent. The CLMR lists the seasonally adjusted U.S. unemployment rate at 5.4 percent. The map that illustrates the unemployment rate by county, which is not seasonally adjusted, is included in Appendix J. Rates included on the map concur with the unemployment rates that were reported by SCSEP projects in the survey.



Strategic Focus #3: Increase access for employment and training services by focusing on the following objectives:

OBJECTIVES	STRATEGIES	INDICATORS	OUTCOMES
Increase admission of older workers into training by OSCC and partner programs.	<p>a. CDA will recommend to the CWIB to tailor training curriculum to suit the variances in learning styles of older workers.</p> <p>b. CDA will seek representation on the CWIB Advancing Older Worker Special Committee.</p>	Increased enrollment of SCSEP participants in skills training through OSCC and partner programs.	Marketable skills for older workers that meet labor market needs.
Increase community awareness and access of SCSEP employment and training services.	CDA will create a web-based eligibility calculator and place it on CDA's website.	<p>a. Increased number of predetermined eligible SCSEP participants arriving at SCSEP projects/OSCC.</p> <p>b. Increased number of referrals to the OSCC of individuals ineligible for SCSEP services.</p>	Web-based access on CDA's website will be completed by June 30, 2006.
Provide SCSEP participants access to computer training to increase their employability.	a. Identify available basic computer training resources in the community.	a. Increased referral and enrollment of participants in basic computer training classes.	a. SCSEP participants secure employment requiring basic computer skills.

OBJECTIVES	STRATEGIES	INDICATORS	OUTCOMES
	b. Appropriate community service assignments will provide an introduction to basic computer operation, e.g., clerical, cashier, etc.	b. Participants have basic computer skills.	b. SCSEP participants will be better equipped to meet the statewide workforce needs of business and industry.

## E. Community Service Needs

Appendix I1 displays an update of the number of SCSEP participants in California that provided services to the general and senior community for FY 2003-04 along with the previous year, FY 2002-03. In FY 2003-04, a total of 4,010 persons provided assistance in community service agencies in California, which is an increase of 6 percent or 253 participants.

Sixty-seven percent (67%) of these positions were assigned to social service agencies, education, and other services in the general community, which is a decrease of 3 percent from the prior year. Likewise, 33 percent of the 4,010 positions were assigned to project administration, employment assistance, nutrition, outreach/referral, recreation/senior center services, and other services in the senior community, which reflects a 3 percent increase from the prior year. These changes demonstrate an expanded support and a continued contribution to the host agencies that specifically serve the senior community.

The noted increase of SCSEP participants in project administration and employment assistance is a direct result of the SCSEP regulations and new SCSEP database implemented on April 9, 2005. Due to the lack of administrative funds, projects reported an increased need to use their more seasoned participants to support the new priorities and additional performance measures with the administration of the program. As these participants become job ready and find unsubsidized placement, newly assigned participants will continually need to be trained to use the new SCSEP database and apply program requirements. This turnover will challenge projects to maintain program consistency.

The following story continues to illustrate the value of SCSEP participants to the community service host agencies in which they work and the value of that participation to their own lives.

### Human Interest Story #4

An 81 year old participant, G. Adams, was brought up in a circus (his parents were performers) and he did not have the opportunity to attend school; therefore, he never learned to read and could only sign his name.

The SCSEP placed him in a training assignment at the West Valley Occupational Center (WVOC). His supervisor, J. Quine, upon discovering his literacy needs, enrolled him in a literacy training class. Mr. Adams is now beginning to read and write. His supervisor indicates that she hopes to eventually hire Mr. Adams in an unsubsidized position at the WVOC.

## **F. Coordination with the WIA**

As outlined in California's 2-Year Strategic Plan for 2005-07 issued by the California Workforce Investment Board, one of the Governor's priorities speaks to utilizing WIA discretionary training dollars to ensure that individuals with multiple barriers to employment receive appropriate skills training, which in turn will match the top skills required by California employers. As a result of the Governor's priority, the Advancing Workers Special Committee was formed. The primary responsibility of this committee is to identify strategies and customized training curriculum to prepare all future workers, including older workers, with the aptitudes and skills required of businesses and industries. CDA will seek representation on this committee in order to advocate on behalf of older workers.

In California there are 50 designated Local Workforce Investment Areas (LWIA) and 49 LWIBs. Of the 50 LWIA, 17 are approved LWIA designees, while 33 are either "temporary" or "CWIB" recommended designees. The Governor plans to extend the existing designations over the next 2-year period.

Currently, 14 of CDA's 18 SCSEP Projects serve as members of LWIBs in the 13 counties of Alameda, Napa, Stanislaus, San Mateo, San Bernardino, Riverside, Los Angeles (County and City), Marin, Merced, Orange, San Diego, Ventura, and San Joaquin. The 13 counties and 1 city represent the following AAAs:

- AAA – Serving Napa & Solano
- Center for Senior Employment, SCSEP Provider for the Stanislaus County Department of Aging and Veterans Services
- Family Service Agency, SCSEP Provider for the San Mateo County AAA
- San Bernardino County Department of Aging and Adult Services
- Volunteer Center of Greater Orange County, SCSEP Provider for the Orange County Office on Aging
- County of Riverside Office on Aging
- Los Angeles County AAA
- City of Los Angeles Department of Aging
- Department of Workforce Investment, SCSEP Provider for the Merced County AAA
- Experience Works, SCSEP provider for the Ventura County AAA
- San Joaquin County Department of Aging and Community Services

At the time of this report, 75 percent of CDA's SCSEP projects have executed Memorandums of Understanding (MOU) with LWIBs that are critical to the development of workforce policy in their communities. Over the next PY, CDA's SCSEP projects will be encouraged to contact the remaining LWIBs to negotiate, draft, and execute single or blanket MOUs for SCSEPs. (Appendix K)

The two National Contractors that reported a change (EW, SSA) in the new survey indicated that a total of 4 MOUs with LWIBs were executed. EW reported a total of three executed MOUs out of a possible 16; SSA reported 2 executed MOUs out of a possible 10. Many of the MOUs cover multiple counties and LWIAs. Both respondents reported that they are currently in the process of pursuing appointments to the LWIB and execution of required MOUs. The remaining National Contractors reported no change from the previous survey. USFS is also in the process of pursuing appointments to the LWIBs and execution of required MOUs. (Appendix K)

Currently in California, there are a total of 160 Comprehensive OSCCs serving 56 counties. In addition to the comprehensive centers, employment and/or training services are offered to individuals by means of affiliated or specialized centers, kiosks or mobile units. (Source: <http://www.edd.ca.gov/one-stop/>)

- CDA's SCSEP projects placed a total of 64 participants in training positions throughout the OSCC system. These training positions provide the OSCC with clerical support and customer service functions. Participants serving in these positions reduce the administrative workload of the OSCC staff and support the OSCC infrastructure. These in-kind contributions represent how the majority of CDA SCSEP projects support their fair share of the OSCC delivery system.

### **Senior Worker Advocate Office (SWAO)**

After examining the goals articulated by DoL in Training and Employment Notice (TEN) 16-04, the SWAO, working with the members of the Senior Worker Advocate Council (SWAC), in which the State's SCSEP Policy Manager serves (Attachment B), has proactively sought and received approval to serve in the lead role for addressing older worker services within the Workforce Investment Branch of California's EDD.

SWAO has adopted the following strategies to address the integration of the delivery of older worker services into the OSCC system. Specific integration will occur through the use of existing tools developed in the past by the SWAO and/or SWAC.

### **LWIBs**

- Institute education sessions geared to inform One-Stop staff of the unique aspects of serving mature workers.

The SWAO will use the Silver Tool Box Training that has been used to train OSCC staff to assist older workers to find employment. This training consistently receives high evaluations from OSCC staff.

### **OSCCs**

- Educate businesses about alternative work arrangements and phased retirement programs that may attract older workers.

The SWAO has an Employer Tool Kit that provides employers strategies to utilize the older workforce including information about alternative work arrangements and phased retirement programs. The Employer Tool Kit has received positive evaluations from the California Employer Advisory Council.

- Offer a broad array of services, including intensive services, to older workers, based on the LWIA's strategic plan. Align services to better serve older workers and provide workforce solutions to businesses.

The SWAO has the Silver Tool Box Training that supports the use of intensive services by OSCC staff to assist older workers to find employment.

### **Mature Workers Intermediaries and Service Providers**

- Conduct outreach in local communities to educate businesses and community leaders about the advantages of hiring older workers.

The SWAO has outreach materials that can be utilized to educate businesses and community leaders about the advantages of hiring older workers.

**Strategic Focus #4:** Improve coordination and collaboration with California's Workforce Investment System by implementing the following objectives:

OBJECTIVES	STRATEGIES	INDICATORS	OUTCOMES
Increase access to training services at the OSCC.	a. Recommend to the CWIB that the SWAO Silver Tool Box Training be provided on an on-going basis to the OSCC staff.	a. Identifiable number of older workers receiving OSCC training and other services.	a. Increased sensitivity to the needs of older workers seeking employment.
	b. Develop an MOU with the CWIB to include SCSEP as an intensive training vendor.	b. Upon completion of a client assessment and Individual Employment Plan (IEP), OSCC staff will refer client to SCSEP for possible community service training assignment.	b. A single point of entry to all employment/ training services for older workers.

OBJECTIVES	STRATEGIES	INDICATORS	OUTCOMES
Expand employer awareness on the value of older workers	<p>a. CDA's partner program, SWAO, will educate businesses about alternative work arrangements and phased retirement programs that may attract older workers.</p> <p>b. Conduct outreach in local communities to educate businesses and community leaders about the advantages of hiring older workers.</p>	An increased number of employers will contact the OSCC and SCSEPs to inquire about hiring older workers.	Older workers will achieve economic self-sufficiency.

### Senior Worker Advocate Council (SWAC) Activities

SWAC, in partnership with CDA SCSEP, and other employment organizations will sponsor the Governor's Older Worker and Exemplary Employer Awards in conjunction with Older American's Month. This year's event occurred on:

Tuesday, May 17, 2005  
Radisson Hotel  
Sacramento California

Awards were presented to businesses and individuals who have made an outstanding contribution to the workplace and who exemplify the concept that "ability is ageless."

- **Older Worker Award:** This award demonstrates excellence and/or leadership on-the-job involving quality of work, coworker relationship, productivity, dependability, and personal excellence that far exceed normal job expectations.
- **Exemplary Employer Award:** This award is presented to an exemplary employer who consistently demonstrates support for older workers in the hiring and promotion policies, retention efforts, training programs, and benefits package.
- **Lifetime Achievement Award:** This award is presented to individuals who have demonstrated a unique and exemplary commitment to their work and their community.

- **Excellence in Media Award:** This award is presented to media organizations that demonstrate a commitment to raising public awareness of the positive qualities of older workers.

## **G. Avoidance of Disruptions**

A plan to achieve parity at +/- 10 in each county has been implemented in California. The state SCSEP Project Manager has worked with state projects and national contractors to reach agreement on the movement of slots required to achieve parity. In most cases, cooperation in the redistribution effort has been achieved without displacement of participants. Some contractors are experiencing difficulties in the requested movement because of the cost of administration.

The State will work closely with all national contractors over the next 2-3 years to ensure (1) slots in over served areas are not filled as participants are placed in unsubsidized employment; and (2) movement of these slots to underserved areas occurs. Tracking of this movement should become easier with the implementation of the new data reporting system.

The State will ask DoL not to approve grant applications that contain a distribution of slots that does not agree with the ED report submitted as part of this State Plan.

## **Section 5 Plan Recommendations**

### **Recommendation #1:**

#### **Background:**

Prior to WIA, the Job Training Partnership Act (JTPA) targeted funds specifically for older workers. Under WIA, funds for training older workers no longer exist, while the number of older workers increases dramatically. To remain competitive in the labor market, older workers must acquire new or update job skills to the same extent as other age groups. Without specialized services under WIA, low-income older adults are unlikely to receive the support they need to address their unique economic, social, and physical characteristics. While WIA is designed to meet the needs of all workers, the Plan work group is concerned that the OSCCs funded under WIA are not adequately addressing the training and education needs of older workers.

#### **Recommendation:**

The Plan work group urges DoL to require (1) that DoL provide specialized training and technical assistance to OSCC personnel on how to better serve and appropriately meet the unique needs of this important population of workers; and (2) utilization of State and National Contractors in the development of training curriculum to be used at OSCCs to better assist this targeted group to find employment.

The above recommendation is addressed in DoL's TEN 16-04, Protocol for Serving Older Workers, dated January 31, 2005. The TEN proposes action steps for (1) State Workforce Investment Boards (WIB) to develop policies and requirements that direct and support enhanced services to older workers in the State WIBs, (2) LWIB to institute

education sessions geared to inform OSCC staff of the unique aspects of serving mature workers, and (3) OSCC to offer a broad array of services and align services to better serve older workers. California's SCSEP appreciates and acknowledges DoL's efforts to ensure that the needs of this special population are addressed.

## **Recommendation #2:**

### **Background:**

DoL should consider changing the 125 percent poverty guideline level set by the Department of Health and Human Services (DHHS) in states where the standard of living is documented at a higher level. For example, California has recognized areas within the State, which are designated "high cost living areas" and could easily support poverty levels ranging from 150 to 175 percent of the poverty level. Currently, the Corporation for National and Community Service (CNCS), who serves the same population base, has adjusted the income eligibility level for "high cost living areas" within the State.

Effective April 1, 2003, CNCS recognized the following counties within California as designated high cost areas: Alameda County, Contra Costa County, Los Angeles County, Los Angeles City, Marin County, Orange County, Santa Barbara County, Santa Clara County, Santa Cruz County, San Diego County, San Francisco County, San Mateo County, Sonoma County, and Ventura County. CNCS instructs its programs to base income eligibility of program participants on 135 percent of the DHHS poverty guideline.

### **Recommendation:**

The work group urges DoL to establish a higher federal poverty guideline threshold in documented high cost areas within the State of California.

## **Recommendation #3:**

### **Background:**

Should governors be required to secure OSCC infrastructure funding from mandated OSCC partners for distribution to OSCCs?

SCSEP funding limits the percentage a program can pay for administration. By adding a WIA cash fair share of allocable OSCC costs, the SCSEP would pay twice for administration. This would place an undue financial hardship on an already limited funding structure. If the SCSEP is required to support a fair share contribution to infrastructure, California could support the SCSEP using staff time at the OSCC as an in-kind contribution (as outlined in the April 28 Federal Register, 20 CFR Part 641, Sec 641.847) as an acceptable form of payment. This arrangement aligns with WIA statutory and regulatory requirements.



**Recommendation:**

California SCSEP supports efforts to identify additional funding for OSCC infrastructure and core services, and recommends that Congress appropriate additional funding to be distributed to states for infrastructure purposes.

California SCSEP recommends that if the SCSEP must contribute to funding of the infrastructure that in-kind contributions can be used as the acceptable form of payment. In Section F, Coordination with the WIA, documentation shows that the majority of support currently provided is through in-kind contributions. However, the policy for funding appears to be determined by the administrator at each local OSCC.

We recommend that DoL clarify the policy regarding funding contributions directly to the State boards, and ask each board to notify their LWIBs and OSCC of this policy in order to ensure consistency throughout the OSCC service delivery system.

**Recommendation #4:****Background:**

SCSEP is authorized to serve unemployed low-income older workers with poor employment prospects. Generally, this hard-to-serve population requires more time in a program and/or intensive services to prepare them for meaningful employment. Currently, SCSEP grantees find it extremely difficult, if not impossible, to negotiate an MOU with their LWIBs and their local comprehensive OSCCs. With the promulgation of new regulations, SCSEPs can be sanctioned for not negotiating MOUs with all local partners, but the same sanctions do not apply to the OSCC system administered by the DoL Workforce Division.

**Recommendation:**

The DoL Workforce Division should be required to work with the DoL Employment and Training Administration to ensure that MOU requirements set forth in current regulation are implemented with all LWIBs and their mandated partners.

This concern has been addressed in DoL's TEN 16-04. The TEN proposes action steps for a State WIB to negotiate WIA performance with DoL that better reflect the services offered to older workers by OSCC partner programs. If performance goals better reflect the needs of older workers, SCSEPs may find negotiating MOUs with OSCCs less challenging and more effective.

**Recommendation #5:****Background:**

Current regulations require mandated partners be represented on State WIB and LWIBs. Adherence to these regulations is not currently reflected in existing practice at the State and in limited practice at the local level. Without representation, the special needs of older workers are not considered on a consistent basis.

**Recommendation:**

During WIA Reauthorization, support language that would mandate OSCC partner programs to secure a seat on the State WIB and LWIB.

In fact, DoL and the State WIB should enforce adherence to this requirement, because representation is necessary in order to prohibit the erosion of intensive services targeted to older workers currently served by the SCSEP.

In addition, during the WIA Reauthorization process, offer amendments that require the director of a State Unit on Aging, which administer a SCSEP, to be a member of the State WIB to ensure that SCSEP participation occurs at all levels of the OSCC system, and the needs of this particular population are met.

The above recommendation is addressed in DoL's TEN 16-04, which proposes action steps for LWIBs to ensure activities authorized under Title V of the Older Americans' Act of 1965, as amended in 2000, are represented by memberships on WIBs as required by the WIA of 1998. California's SCSEP appreciates and acknowledges DoLs efforts to ensure that the needs of the older worker population are addressed. CDA will pursue the placement of the Director of the State Unit on Aging on the CWIB.

## E-mail Transmissions Related to the Comment Period for the 2005 California Senior Employment Services State Coordination Plan Addendum

**From:** Prock, Xochi @ Aging  
**Sent:** Tuesday, April 19, 2005 10:43 AM  
**To:** AAA Directors; SCSEP Title V National Contractors; SCSEP Title V State Contractors; Workforce Investment Board; Parks, Bonnie@EDD; Gussman, Paul@CWIB  
**Cc:** CDA Title VFGSC; 'peggy@mpic.org'; 'worksource@ci.berkeley.ca.us'; Shaddock, Melvin@EDD; 'pcarson@co.alameda.ca.us'; 'Melissa.Pedroza@edd.ca.gov'; 'jbaker@ohlone.cc.ca.us'; 'mljtnp@volcano.net'; 'dgaghagen@ncen.org'; Finley, Bill@ncen.org; 'mconner@mljt.org'; 'sknox@ncen.org'; 'rcox@ehsd.co.contra-costa.ca'; 'cmarchiano@ehsd.co.contra-costa.ca.us'; 'rcox@ehsd.co.contra-costa.ca'; 'dmccown@ehsd.co.contra-costa.ca.us'; 'lannyl@foothill.net'; 'sleon@workforce-connection.com'; 'pamador@workforce-connection.com'; 'pamador@workforce-connection.com'; 'awatkins@workforce-connection.com'; 'awatkins@workforce-connection.com'; Gaghagen, Kim@Glenn; 'steague@co.humboldt.ca.us'; 'etr@gbis.com'; Innuss, Monica@icoe.k12; 'kentb@co.kern.ca.us'; 'lccc@ncen.org'; 'lcn@ncen.org'; 'pmiller@ttiamerica.com'; Groves, Louri@Torrance; 'marjeanc@selaco.com'; 'cmiller@buildonestop.com'; 'dets@earthlink.net'; 'pmartinez@ci.gardena.ca.us'; 'clenz@ci.glendale.ca.us'; 'jstull@ci.glendale.ca.us'; 'ldshrn@sbwib.org'; 'kennelly@hubcities.org'; 'bhubbard@sbwib.org'; 'mjohnson@laul.org'; 'info@laworks.org'; 'aywdc@aywdc.net'; 'Bryan\_Rogers@longbeach.gov'; 'kblueford@laul.org'; 'mbell@iwebcon.net'; 'pr-cci@pacbell.net'; 'hchow@cscla.org'; 'ing@westlake-onestop.org'; 'kmiller@lagoodwill.org'; 'ibrown@communitycareer.org'; 'audreym@lefc.com'; 'tcole@wlcac.org'; 'dwalker@sbwid.orgb'; 'manuel.cons@acs-inc.com'; 'ce1@careerencores.org'; 'jflowers@tcwib.org'; Foothill Employment & Training Consortium; 'bdent@laul.org'; 'Helen.wong@redondo.org'; 'vvirueette@careerpartners.org'; 'wscc@santa-clarita.com'; Groves, Louri@Torrance; 'jterramagra@ttiamerica.com'; 'acooper@jvsla.org'; 'fdeleon@myjoblink.org'; Rodriguez, Linda@EDD; Wayne, Donna@co.marin.ca.us; 'nitta@mljt.org'; 'peggy@mpic.org'; 'fred@mpic.org'; 'jean@mpic.org'; 'pitt20@co.merced.ca.us'; 'mec@ncen.org'; 'wernerj@monterey.ca.us'; Zimny, Teresa@co.napa.ca.us; 'nevadacity1stop@yahoo.com'; 'rlslayton@anaheim.net'; 'lwikerson@ccc.edu'; 'toniaU@ci.garden-grove.ca.us'; 'lwhitlinger@ttiamerica.com'; Chen-Lee, Judy@ci.santa-ana.ca.us; 'indiveri@psyber.com'; Buchanan, Terri@EDD; 'etc@ncen.org'; 'pramos@rivcoeda.org'; 'lbaer@delpaso.seta'; 'mefichtnp@delpaso.seta.net'; 'Keroehrp@delpaso.seta.net'; Walker, William@delpaso.seta.net; 'dmdougla@delpaso.seta.net'; 'sdbrown@delpaso.seta.net'; 'cvspitz@delpaso.seta.net'; 'mfehl@hollinet.com'; 'sue\_tsuda@cmccd.cc.ca.us'; 'jjames@jesd.sbcounty.gov'; Stowers, Janice@sbeta.com; 'mlott@jesd.sbcounty.gov'; 'koles@jesd.sbcounty.gov'; 'berni@workforce.org'; 'maggie@workforce.org'; 'johnr@workforce.org'; 'berni@workforce.org'; 'sylvia@workforce.org'; 'cecilec@workforce.org'; 'grecinos@cet2000.org'; 'roy\_li@sfgov.org'; 'Awilliam@sjcworknet.org'; 'info@slocareers.com'; 'rdeis@co.sanmateo.ca.us'; 'Rhardway@oicw.org'; Gomes, Linda@EDD; 'mbaker@co.santa-barbara.ca.us'; Steligo, Chuck@EDD; 'ken.vanmeter@ci.sj.ca.us'; Cipperly, Angela@ci.sj.ca.us; 'youth@youthatwork.org'; Kindschi, Peter@EDD; 'provenpeople@novaworks.org'; 'hbetty@shastapic.com'; 'pshelton@ncen.org'; 'pshelton@ncen.org'; Fries, Deborah@EDD; Lash, Dena@sonoma-county.org; Rodgers, Paul@mail.co.stanislaus.ca.us; 'fforg@mail.co.stanislaus.ca.us'; 'fforg@mail.co.stanislaus.ca.gov'; 'mgriese@ncen.org'; 'bginther@ncen.org'; 'jtctc@ncen.org'; 'jtctc@ncen.org'; 'lcrandall@ncen.org'; 'jflowers@tcwib.org'; 'lhernand@tcwib.org'; 'jesse.hernandez@mail.co.ventura.ca.us'; 'gladys.veloz@mail.co.ventura.ca.us'; 'elsa.banuelos@mail.co.ventura.ca.us'; 'karen.pena@mail.co.ventura.ca.us'; 'teresa.titus@mail.co.ventura.ca.org'; 'michael.velasquez@mail.co.ventura.ca.us'; Paul, Roberta@yolocounty.org; Paul, Roberta@yolocounty.org; 'bill.simmons@yuba1stop.org'; 'sknox@ncen.org'; Lehn, John@co.kings.ca.us; 'sleon@workforce-connection.com'; 'gmedina@workforce-connection.com'; 'gmedina@workforce-connection.com';

'pitd143@co.merced.ca.us'; 'fred@mpic.org'; 'fred@mpic.org'; 'icarreon@domain2.hacla.org';  
 'pmcclelland@edd.ca.gov'; 'rudold@lacitycollege.edu'; 'cecila\_walters@longbeach.gov';  
 'lcassian@icoet.org'; Innuss, Monica@icoe.k12; 'lfriend@delpaso.seta.net';  
 'hwestbup@delpaso.seta.net'; 'ptovar@sjcworknet.org'; 'Billc@Goodwill-sjv.org';  
 'awilliams@sjcworknet.org'; 'womenatwork@earthlink.net'; 'mrichard@sjcworknet.org';  
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 'smonroe@edd.ca.gov'; 'kathysmith@ventura.ca.us'; 'grios@mcdoss.net';  
 'information@wsca.cc'; 'agerrie@peralta.cc.ca.us'; 'kv-cflc@linkline.com';  
 'cquintana@rusd.kiz.ca.us'; 'mchavez@rcoe.kiz.ca.us'; 'jerryc@moval.org';  
 'efrank@rcoe.kiz.ca.us'; 'sdrake@edd.ca.gov'; 'fforg@mail.co.stanislaus.ca.gov';  
 Rosenbloom, Marcy@EDD; 'Elena.Quintana@acs-inc.com'; 'vilaip@laofamilynet.org';  
 'EC1Stop@eciw.mills.edu'; 'Cthur@merritt.edu'; 'dwalker@sbwib.org'; 'gstruek@mwci.net';  
 'denisem@workforce.org'; 'Gabriel@workforce.org'; 'VickiJ@workforce.org';  
 'manuel.cons@acs-inc.com'; 'kimkuoch@hotmail.com'; 'mhamilton@communitycareer.org'

**Subject:** 2005 DRAFT California Senior Employment Services Coordination Plan - Public Notification

**Importance:** High

## California Senior Employment Services Coordination Plan Public Notification

**Please be advised that a “Draft” copy of the California State Senior  
Employment Coordination Plan for Program Year 2005 is now  
available for review and comment.**

**A copy of the “Draft” Plan can be downloaded from the  
California Department of Aging’s website at:**

**[http://www.aging.ca.gov/html/whatsnew/whats\\_new.html](http://www.aging.ca.gov/html/whatsnew/whats_new.html)**

**All comments should be sent no later than April 26, 2005 to:**

**Johnna Meyer, SCSEP Policy Manager  
California Department of Aging  
1600 K Street  
Sacramento, CA 95814  
(916) 322-0788  
[jmeyer@aging.ca.gov](mailto:jmeyer@aging.ca.gov)**

**Public Commentary begins April 19, 2005 through April 26, 2005.**

Xochi A. Prock  
Office Technician  
California Department of Aging  
(916) 322-0775  
[xprock@aging.ca.gov](mailto:xprock@aging.ca.gov)

## Comments for State Coordination Plan:

-----Original Message-----

From: Erna Smith [<mailto:esmith01@fs.fed.us>]

Sent: Tuesday, April 26, 2005 2:39 PM

To: [jmeyer@aging.ca.gov](mailto:jmeyer@aging.ca.gov)

Cc: Bridget Harris; Priscella Mccray; [XProck@aging.ca.gov](mailto:XProck@aging.ca.gov)

Subject: PY 2005 Addendum California Senior Employment Services Coordination Plan

Importance: High

Hello! Johnna,

I reviewed the PY 2005 Addendum.

On page 17 of the Addendum, where it says "The remaining National Contractors reported no change from the previous survey, would you add a statement: "USDA Forest Service is also in the process of pursuing appointments to the LWIB and execution of required MOUs."

In the State Plan 2004 page 19 it indicates there were no MOUs executed for Forest Service. I went back through my records and found on the surveys there were actually two Forest Service units who were members of the local Boards, in the counties of San Bernardino, and Nevada and however, MOUs had not been executed. They were trying to pursue doing MOUs with those counties.

I know it's probably to late to add a statement to the 2004 Coordination Plan, but it would appreciate if you would add my requested statement in the PY 2005 Addendum.

I participated in the DOL Conference call this morning on its expectations for the State Plan, and it looks like our plan has everything they are requesting. You and your staff did an excellent job at putting this all together.

If you have any questions, please give me a call.

Thanks! Erna

Erna Smith

Senior, Youth, Volunteers Programs

USDA Forest Service - Human Resources

Internet:: [esmith01@fs.fed.us](mailto:esmith01@fs.fed.us)

Phone: 707-562-8727 Fax: 707-562-9036

-----Original Message-----

**From:** Peggy\_Auker@experienceworks.org  
[mailto:Peggy\_Auker@experienceworks.org]

**Sent:** Tuesday, April 26, 2005 8:43 PM

**To:** Johnna Meyer

**Subject:** Comments for State Coordination Plan

Johnna,

Here are the comments for the Older Worker State Coordination Plan

- 1) Page 2: Remove the second address for EW.  
Please keep only the Cheyenne address for this Plan, we are in the process of making some changes and the Cheyenne address is the most accurate.

Thank you for the opportunity to review the Plan.

Peggy Auker, Regional Director  
Experience Works, Inc.  
AZ/CA/ID/MT/OR/UT/WY  
1902 Thomes Avenue, Suite 209  
Cheyenne, WY 82001-3549  
peggy\_auker@experienceworks.org  
1-800-584-9161 - Cheyenne, WY

April 25, 2005

Johnna Meyer  
SCSEP Policy Manager  
California Dept. Of Aging  
1600 K. Street  
Sacramento, California 95814

Via e-mail

Dear Johnna:

The Asociacion Nacional Pro Personas Mayores is responding to the request for comments on the California State Senior Employment Coordination Plan for PY 2005. First we complement you for stating in the Plan the need for more direct involvement in "training of OSCC personnel on how to better serve and appropriately meet the unique needs of the older worker population." The coordination of the SCSEP with the WIA One Stops continues to be one of our most challenging problems. The lack of training opportunities and job development activities targeting the older worker population has been severely lacking in many of the One Stops that we try to work with.

We regret that due to staff changes you did not receive our response to your questionnaire of March 2005. We are sending you our response to the initial questionnaire by Fedex today.

In reviewing the Coordination Plan, we find that there is little or no mention about the training needs of special populations. As you know, California is rapidly becoming a "Multi cultural state." In some areas, the Hispanic population has exploded, thus bringing with this explosion the many barriers to employment that are faced by these populations. The primary older worker population served by our organization is one of the poorest and least educated of the SCSEP target groups. Many of our SCSEP workers are monolingual, this is an additional barrier for placement in unsubsidized jobs. We believe the State Coordination plan must make mention of the very special language training needs of monolingual older worker groups. In addition, when referring to the WIA/One Stops, they must be able to provide training opportunities to these monolingual populations, especially in the high density areas such as the County of Los Angeles.

State Plan Review  
Page two/ANPPM

An additional important factor not mentioned in the Plan is markedly different unemployment rates for minorities in the State of California. For example the unemployment rate for Hispanics in the State of California is between 7.5% and 8.% for the first quarter of 2005. This has a great impact on the new SCSEP unsubsidized employment goals. It is also important to note that the State of California keeps unemployment data by age groups, however it lumps the 18 to 64 year olds as one data cohort. We believe that unemployment data for older workers in general is much higher then the current 5.6% for the State as a whole. It would be important to mention in the State Plan the variances in unemployment rates for special populations.

We hope that these comments are helpful to you in finalizing the SCSEP State Plan. Would you kindly delete Jaime Gutierrez's name from our organization's contact list. If we can be of further service to you please contact either myself or Henry Rodriguez of our staff.

Sincerely,

Dr. Carmela G. Lacayo  
President/CEO  
Asociacion Nacional Pro Personas Mayores  
234 E. Colorado Blvd. Suite 300  
Pasadena, California 91101  
(626)564-1988



## STATE OF CALIFORNIA

Senior Community Service Employment Program  
State Plan Survey Questions  
(Revised March 10, 2005)Date: April 22, 2005  
Diego and Ventura

PSA \_\_\_\_\_

Counties: Los Angeles, San Bernardino,

Telephone Number: (626)564-1988 E-mail Address: ANPPM@aol.com

Agency: Asociacion Nacional Pro Personas Mayores

Name of Individual Completing Survey: Dr. Carmela G. Lacayo

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PART 1: THE FOLLOWING QUESTIONS ARE TO ASSIST WITH THE DOL  
EVALUATION OF SCSEPS IN CALIFORNIA

1. Provide specific techniques that have been particularly successful in training older workers.

The Asociacion serves a predominately Hispanic population, as such our approach to providing training to SCSEP participants vary according to the community resources that are available to us. For example where possible we refer participants to ESL classes. When a person is bilingual but does not possess many job skills we develop host agency work sites that are willing to help provide some new skill development. We are presently co enrolling participants in WIA/One Stops, but have not had great success with any placements through the One Stops.

2. Indicate how workers' compensation costs affect your program.

The greatest and harshest impact on our SCSEP project in California has been the 400% increase in Workmen's Comp. Insurance costs. For example for PY 2004-2005 our premium for Workers Comp. Will be approximately \$500,000. We have had to reduce the number of operating slots in our California project because we simply do not have the resources to pay these high premiums. Although we have shopped for other insurance carriers (we are presently with the State Fund) no insurance carrier is interested because of the "Age" profile of our work force.

3. How do you determine and measure the value of SCSEP to the community?

Without the SCSEP the majority of our older workers would be in severe economic straights. The SCSEP helps our participants regain some dignity through their community service placements. When we are successful in finding participants unsubsidized employment, their lives are changed not just economically but in terms of self worth. In addition the CBOs and public agencies we serve are greatly enriched by the service of the SCSEP workers. How do you measure the value of a program that gives an opportunity to an older worker who is monolingual, and who without our SCSEP project would never have the opportunity to enhance their job skills.

4. How do you insure that participant services are in addition to an agency's needs and are not a substitution for agency services.

We monitor closely for "maintenance of effort" issues. However, in placing participants in CBOs, the SCSEP participant brings to the agency a job performance that is needed to help that agency provide whatever services they offer. At the same time the SCSEP participant benefits from access to services that might be provided by that service organization. For example we have SCSEP participants at several non-profit hospitals, the participants serve a need but at the same time will have access to health screening and other health services. A mutual benefit for all.

5. Indicate if some community services are more valuable than others.

Community service placements that benefit other low income monolingual seniors have the greatest benefits. Our SCSEP participants can be trained to provide peer outreach services. Where a participant is bilingual they bring to agencies a special skill that helps the work site serve other monolingual persons. One of the better examples of SCSEP participants serving a unique role is with our City of Los Angeles Skid Row work sites. These sites provide opportunities for our seniors to help provide grand parenting services to day care children who are extremely poor and needy.

6. Indicate the unique challenges SCSEP faces.

In rural areas: Lack of jobs and training opportunities.

In counties with higher minimum wages: N/A

In meeting the needs of monolingual non-English speaking people

There are little or no training opportunities for monolingual older populations. The language barrier to employment makes unsubsidized employment development very difficult. Job skills are very limited and One Stops provide little or no training programs in Spanish. Access to new technology training is extremely limited for monolingual older persons. The on the job SCSEP participant training that our organization offers is many times the only training we can provide because of the lack of monolingual or even bilingual training opportunities. Higher unemployment rates for minority persons and especially older minorities complicate the SCSEP challenges faced by our project.

With minority older workers

Older minorities are in a "Triple" jeopardy situation, they are old, poor and members of a minority group. These factors make the SCSEP services more needed but at the same time more difficult to provide.. In this new age of the SCSEP where data and numbers are so important, we can easily forget the human factor. If you are to serve minority older persons you cannot "cream" for the most educated or skilled in order to meet your DOL goals. Minority older workers especially those who come from a different cultural and who speak only their native language offer SCSEP providers the greatest challenge.

Fiscal Year 2004-05 REVISED Report (FY 04-05 Changes: 3/2/05 in Yellow; 10/01/04 in Orange) (FY 03-04 Changes in Red)  
March, 2005

### SCSEP Equitable Distribution Report

Please fill in the current number of positions for your state and for each national grantee within your state. Totals and differences will calculate automatically. Adjust column widths as needed. (You may remove columns for national grantees that are not represented in your state.) Save the file and return a copy by e-mail to: [gibson.gale@dol.gov](mailto:gibson.gale@dol.gov)

County	Distribution Factor	Equitable Share	State	AARP	ABLE	ANPPM	EW	NAPCA	NCOA	NICOA	SER	SSA	USFS	Totals	Diff.
Alameda County, CA	0.0387	200	24									176	2	202	2
Alpine County, CA	0.0000	0												0	0
Amador County, CA	0.0015	7					5						2	7	0
Butte County, CA	0.0086	44					30						14	44	0
Calaveras County, CA	0.0018	9					5						5	10	1
Colusa County, CA	0.0008	4					2						2	4	0
Contra Costa County, CA	0.0199	102	0	83										83	-19
Del Norte County, CA	0.0015	8		11										11	3
El Dorado County, CA	0.0036	19					8						16	24	5
Fresno County, CA	0.0288	149	30								96		20	146	-3
Glenn County, CA	0.0011	6					3						3	6	0
Humboldt County, CA	0.0050	26		31										31	5
Imperial County, CA	0.0071	36								5	34			39	3
Inyo County, CA	0.0010	5	4										10	14	9
Kern County, CA	0.0247	127					85						41	126	-1
Kings County, CA	0.0043	22	3	18										21	-1
Lake County, CA	0.0037	19					18						1	19	0
Lassen County, CA	0.0012	6					1						9	10	4
Los Angeles County, CA	0.1763	909	275		70	245		87	42		118	30	47	914	5
Los Angeles City, CA	0.1473	759	241		60	212		103	13		82	26	12	749	-10
Madera County, CA	0.0049	25									25			25	0
Marin County, CA	0.0055	28	13	13			0		2					28	0
Mariposa County, CA	0.0011	6					6							6	0
Mendocino County, CA	0.0039	20					17							17	-3
Merced County, CA	0.0075	39	14				25							39	0
Modoc County, CA	0.0007	4					0						2	2	-2
Mono County, CA	0.0002	1	1										5	6	5
Monterey County, CA	0.0093	48									46	2		48	0
Napa County, CA	0.0040	21	3				15							18	-3
Nevada County, CA	0.0030	16					3						13	16	0
Orange County, CA	0.0588	303	99					99			59	35		292	-11
Placer County, CA	0.0053	27					26						1	27	0
Plumas County, CA	0.0009	5					0						4	4	-1
Riverside County, CA	0.0498	257	92							39	116			247	-10
Sacramento County, CA	0.0345	178		164			14							178	0
San Benito County, CA	0.0010	5					5							5	0
San Bernardino County, CA	0.0460	237	49			71				20		40	56	236	-1
San Diego County, CA	0.0698	360	70			83				25	89	88		355	-5
San Francisco County, CA	0.0350	181						25	166					191	10
San Joaquin County, CA	0.0209	108	22				12		67					101	-7
San Luis Obispo County, CA	0.0078	40		0								39		39	-1
San Mateo County, CA	0.0145	75	19					10	56					85	10
Santa Barbara County, CA	0.0105	54		0								51		51	-3
Santa Clara County, CA	0.0321	166	46					44	79					169	3
Santa Cruz County, CA	0.0058	30							37					37	7
Shasta County, CA	0.0071	37					14						23	37	0
Sierra County, CA	0.0001	1					0						1	1	0
Siskiyou County, CA	0.0026	13					0						22	22	9
Solano County, CA	0.0085	44	8				14		13				4	39	-5
Sonoma County, CA	0.0117	60		51			10							61	1
Stanislaus County, CA	0.0149	77	14				16					47		77	0
Sutter County, CA	0.0031	16					13							13	-3
Tehama County, CA	0.0028	15					12						3	15	0
Trinity County, CA	0.0006	3					0						3	3	0
Tulare County, CA	0.0142	73	12	67										79	6
Tuolumne County, CA	0.0022	11					6						9	15	4
Ventura County, CA	0.0156	81	13			53	10						5	81	0
Yolo County, CA	0.0043	22		10										19	-3
Yuba County, CA	0.0025	13					6						7	13	0
<b>TOTALS:</b>	<b>1.0000</b>	<b>5157</b>	<b>1052</b>	<b>448</b>	<b>130</b>	<b>664</b>	<b>390</b>	<b>368</b>	<b>475</b>	<b>89</b>	<b>619</b>	<b>578</b>	<b>344</b>	<b>5157</b>	<b>0</b>

Fiscal Year 2004-05 FINAL Report (Boxes Shaded in Yellow reflect changes not yet finalized.)  
May, 2005

### SCSEP Equitable Distribution Report

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**CALIFORNIA POPULATION AGED 55 AND OVER  
IN RURAL AREAS BY RACE AND HISPANIC ORIGIN  
FOR STATE, PLANNING AND SERVICE AREAS (PSA), AND COUNTIES**

APPENDIX C1

	55+ TOTAL POPULATION	55+ WHITE	55+ BLACK OR AA 1/	55+ AI/AN 2/	55+ ASIAN	55+ NH/OPI 3/	55+ OTHER	55+ MULTIRACE	55+ HISPANIC OR LATINO 4/
<b>CALIFORNIA</b>	<b>474,786</b>	<b>400,775</b>	<b>5,190</b>	<b>8,577</b>	<b>11,562</b>	<b>814</b>	<b>1,208</b>	<b>11,814</b>	<b>34,846</b>
<b>PSA 1</b>									
DEL NORTE	2,340	2,079	0	134	20	0	0	62	45
HUMBOLDT	9,035	7,945	34	551	35	0	26	263	181
<b>TOTAL</b>	<b>11,375</b>	<b>10,024</b>	<b>34</b>	<b>685</b>	<b>55</b>	<b>0</b>	<b>26</b>	<b>325</b>	<b>226</b>
<b>PSA 2</b>									
LASSEN	3,693	3,337	21	76	0	0	0	130	129
MODOC	2,052	1,874	0	89	0	0	0	39	50
SHASTA	14,818	13,922	23	226	46	0	0	302	299
SISKIYOU	9,001	8,139	49	212	61	0	0	273	267
TRINITY	3,965	3,729	0	81	0	0	0	75	80
<b>TOTAL</b>	<b>33,529</b>	<b>31,001</b>	<b>93</b>	<b>684</b>	<b>107</b>	<b>0</b>	<b>0</b>	<b>819</b>	<b>825</b>
<b>PSA 3</b>									
BUTTE	9,981	8,820	63	142	279	0	35	250	392
COLUSA	1,993	1,499	0	37	71	0	0	80	306
GLENN	2,638	2,128	0	82	58	0	0	106	264
PLUMAS	5,853	5,603	0	57	0	0	0	108	85
TEHAMA	7,916	7,149	0	190	60	0	0	202	315
<b>TOTAL</b>	<b>28,381</b>	<b>25,199</b>	<b>63</b>	<b>508</b>	<b>468</b>	<b>0</b>	<b>35</b>	<b>746</b>	<b>1,362</b>
<b>PSA 4</b>									
NEVADA	10,028	9,199	0	80	155	0	0	217	377
PLACER	13,819	12,439	96	107	383	0	0	317	477
SACRAMENTO	7,220	5,816	201	108	384	0	3	170	538
SIERRA	1,070	1,035	0	0	0	0	0	0	35
SUTTER	2,712	2,144	23	35	313	0	0	60	137
YOLO	3,442	2,394	112	175	109	72	0	34	546
YUBA	4,668	4,200	18	91	58	0	0	137	164
<b>TOTAL</b>	<b>42,959</b>	<b>37,227</b>	<b>450</b>	<b>596</b>	<b>1,402</b>	<b>72</b>	<b>3</b>	<b>935</b>	<b>2,274</b>
<b>PSA 5</b>									
MARIN	3,354	3,189	19	6	62	0	2	35	41
<b>PSA 6</b>									
SAN FRANCISCO	0	0	0	0	0	0	0	0	0
<b>PSA 7</b>									
CONTRA COSTA	4,385	3,442	237	28	190	0	25	207	256
<b>PSA 8</b>									
SAN MATEO	2,191	1,921	14	6	42	17	0	38	153
<b>PSA 9</b>									
ALAMEDA	1,905	1,514	4	26	204	40	0	31	86
<b>PSA 10</b>									
SANTA CLARA	4,991	3,989	32	37	414	5	45	53	416
<b>PSA 11</b>									
SAN JOAQUIN	13,561	10,971	204	121	419	49	113	362	1,322

2000 Census, Summary File 4

1/ AA - African American

2/ AI/AN - American Indian/Alaskan Native

3/ NH/PI - Native Hawaiian & Other Pacific Islander

4/ Persons of Hispanic or Latino origin may be of any race.

**CALIFORNIA POPULATION AGED 55 AND OVER  
IN RURAL AREAS BY RACE AND HISPANIC ORIGIN  
FOR STATE, PLANNING AND SERVICE AREAS (PSA), AND COUNTIES**

APPENDIX C1

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<b>PSA 12</b>									
ALPINE	238	202	0	36	0	0	0	0	0
AMADOR	7,560	6,957	28	126	41	0	0	146	262
CALAVERAS	11,453	10,629	0	126	0	0	0	192	506
MARIPOSA	5,076	4,790	0	73	0	0	0	102	111
TUOLUMNE	8,186	7,570	20	121	58	0	0	225	192
<b>TOTAL</b>	<b>32,513</b>	<b>30,148</b>	<b>48</b>	<b>482</b>	<b>99</b>	<b>0</b>	<b>0</b>	<b>665</b>	<b>1,071</b>
<b>PSA 13</b>									
SAN BENITO	2,441	1,791	27	66	33	0	0	74	450
SANTA CRUZ	7,175	6,468	77	99	115	0	23	83	310
<b>TOTAL</b>	<b>9,616</b>	<b>8,259</b>	<b>104</b>	<b>165</b>	<b>148</b>	<b>0</b>	<b>23</b>	<b>157</b>	<b>760</b>
<b>PSA 14</b>									
FRESNO	21,910	14,962	392	352	1,393	40	0	584	4,187
MADERA	11,817	9,663	242	190	167	0	0	404	1,151
<b>TOTAL</b>	<b>33,727</b>	<b>24,625</b>	<b>634</b>	<b>542</b>	<b>1,560</b>	<b>40</b>	<b>0</b>	<b>988</b>	<b>5,338</b>
<b>PSA 15</b>									
KINGS	3,210	2,127	78	185	59	0	0	119	642
TULARE	14,289	10,605	140	206	393	0	107	490	2,348
<b>TOTAL</b>	<b>17,499</b>	<b>12,732</b>	<b>218</b>	<b>391</b>	<b>452</b>	<b>0</b>	<b>107</b>	<b>609</b>	<b>2,990</b>
<b>PSA 16</b>									
INYO	2,400	2,095	0	145	0	0	0	54	106
MONO	1,509	1,410	0	33	0	0	0	0	66
<b>TOTAL</b>	<b>3,909</b>	<b>3,505</b>	<b>0</b>	<b>178</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>54</b>	<b>172</b>
<b>PSA 17</b>									
SAN LUIS OBISPO	11,977	10,589	115	269	197	0	0	229	578
SANTA BARBARA	5,157	4,232	9	10	191	97	114	137	367
<b>TOTAL</b>	<b>17,134</b>	<b>14,821</b>	<b>124</b>	<b>279</b>	<b>388</b>	<b>97</b>	<b>114</b>	<b>366</b>	<b>945</b>
<b>PSA 18</b>									
VENTURA	4,904	3,767	14	62	260	40	48	78	635
<b>PSA 19</b>									
LOS ANGELES CO. /5	14,553	11,849	268	212	904	62	28	219	1,011
<b>PSA 20</b>									
SAN BERNARDINO	25,149	20,940	479	306	480	126	46	703	2,069
<b>PSA 21</b>									
RIVERSIDE	28,571	23,488	470	382	444	146	156	546	2,939
<b>PSA 22</b>									
ORANGE	901	739	0	0	75	0	0	0	87

2000 Census, Summary File 4

1/ AA - African American

2/ AI/AN - American Indian/Alaskan Native

3/ NH/PI - Native Hawaiian & Other Pacific Islander

4/ Persons of Hispanic or Latino origin may be of any race.

5/ Los Angeles County is divided into two planning and service areas, PSA 19 and PSA 25.

PSA 25 consists of the City of Los Angeles. PSA 19 consists of the remaining portion of Los Angeles County.

**CALIFORNIA POPULATION AGED 55 AND OVER  
IN RURAL AREAS BY RACE AND HISPANIC ORIGIN  
FOR STATE, PLANNING AND SERVICE AREAS (PSA), AND COUNTIES**

APPENDIX C1

	55+ TOTAL POPULATION	55+ WHITE	55+ BLACK OR AA 1/	55+ AI/AN 2/	55+ ASIAN	55+ NH/OPI 3/	55+ OTHER	55+ MULTIRACE	55+ HISPANIC OR LATINO 4/
<b>PSA 23</b> SAN DIEGO	25,464	22,411	116	500	395	27	3	346	1,666
<b>PSA 24</b> IMPERIAL	5,789	3,744	164	272	143	0	0	231	1,235
<b>PSA 25</b> LOS ANGELES CITY /5	0	0	0	0	0	0	0	0	0
<b>PSA 26</b> LAKE MENDOCINO <b>TOTAL</b>	8,072 10,422 18,494	6,912 9,227 16,139	289 43 332	203 328 531	112 202 314	0 0 0	0 0 0	252 335 587	304 287 591
<b>PSA 27</b> SONOMA	17,578	15,878	90	243	279	27	53	281	727
<b>PSA 28</b> NAPA SOLANO <b>TOTAL</b>	6,433 4,292 10,725	5,649 3,394 9,043	33 75 108	159 81 240	132 232 364	0 33 33	0 66 66	121 81 202	339 330 669
<b>PSA 29</b> EL DORADO	15,085	13,722	131	282	152	0	0	352	446
<b>PSA 30</b> STANISLAUS	9,129	7,368	103	211	190	20	24	351	862
<b>PSA 31</b> MERCED	7,548	5,139	255	76	222	0	107	512	1,237
<b>PSA 32</b> MONTEREY	10,724	8,327	120	65	719	13	72	208	1,200
<b>PSA 33</b> KERN	19,143	15,654	262	461	611	0	112	808	1,235

2000 Census, Summary File 4

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PSA 25 consists of the City of Los Angeles. PSA 19 consists of the remaining portion of Los Angeles County. Data is not available for the City of Los Angeles.

**TABLE 81. CALIFORNIA POPULATION AGED 55 AND OVER  
BY RACE AND HISPANIC ORIGIN  
FOR STATE, PLANNING AND SERVICE AREAS (PSA), AND COUNTIES**

	55+ TOTAL POPULATION	55+ WHITE	55+ BLACK OR AA 1/	55+ AI/AN 2/	55+ ASIAN	55+ NH/OPI 3/	55+ OTHER	55+ MULTIRACE	55+ HISPANIC OR LATINO 4/
<b>CALIFORNIA</b>	<b>6,209,751</b>	<b>4,129,414</b>	<b>340,993</b>	<b>27,547</b>	<b>644,469</b>	<b>11,613</b>	<b>7,604</b>	<b>102,261</b>	<b>945,850</b>
<b>PSA 1</b>									
DEL NORTE	5,799	5,156	22	224	58	4	7	126	202
HUMBOLDT	26,887	24,498	105	921	212	25	30	540	556
<b>TOTAL</b>	<b>32,686</b>	<b>29,654</b>	<b>127</b>	<b>1,145</b>	<b>270</b>	<b>29</b>	<b>37</b>	<b>666</b>	<b>758</b>
<b>PSA 2</b>									
LASSEN	5,447	4,845	80	133	23	4	12	117	233
MODOC	2,771	2,540	7	74	19	1	5	38	87
SHASTA	41,925	39,155	165	561	375	26	40	699	904
SISKIYOU	13,199	12,061	140	270	75	4	12	254	383
TRINITY	4,025	3,737	6	105	8	3	0	105	61
<b>TOTAL</b>	<b>67,367</b>	<b>62,338</b>	<b>398</b>	<b>1,143</b>	<b>500</b>	<b>38</b>	<b>69</b>	<b>1,213</b>	<b>1,668</b>
<b>PSA 3</b>									
BUTTE	49,527	45,309	378	457	620	26	52	843	1,842
COLUSA	3,601	2,710	18	45	65	8	12	68	675
GLENN	5,706	4,860	15	59	88	2	11	109	562
PLUMAS	6,546	6,189	24	83	28	5	3	81	133
TEHAMA	14,636	13,401	36	188	54	11	26	250	670
<b>TOTAL</b>	<b>80,016</b>	<b>72,469</b>	<b>471</b>	<b>832</b>	<b>855</b>	<b>52</b>	<b>104</b>	<b>1,351</b>	<b>3,882</b>
<b>PSA 4</b>									
NEVADA	26,520	25,271	33	121	154	8	19	321	593
PLACER	55,607	50,295	296	285	1,346	41	39	665	2,640
SACRAMENTO	230,536	168,546	15,343	1,269	22,414	731	351	4,644	17,238
SIERRA	1,091	1,029	2	10	1	0	2	13	34
SUTTER	16,734	12,949	204	142	1,645	20	22	318	1,434
YOLO	27,395	20,951	447	171	1,353	39	35	461	3,938
YUBA	11,180	9,135	237	188	476	8	19	325	792
<b>TOTAL</b>	<b>369,063</b>	<b>288,176</b>	<b>16,562</b>	<b>2,186</b>	<b>27,389</b>	<b>847</b>	<b>487</b>	<b>6,747</b>	<b>26,669</b>
<b>PSA 5</b>									
MARIN	61,296	55,543	807	76	2,077	56	42	622	2,073
<b>PSA 6</b>									
SAN FRANCISCO	171,395	75,955	14,153	340	61,263	433	290	3,016	15,945
<b>PSA 7</b>									
CONTRA COSTA	191,690	141,096	13,612	603	17,965	298	251	3,093	14,772
<b>PSA 8</b>									
SAN MATEO	151,598	101,488	5,365	280	24,757	1,112	211	2,564	15,821
<b>PSA 9</b>									
ALAMEDA	260,456	143,897	37,101	786	46,872	852	417	5,414	25,117
<b>PSA 10</b>									
SANTA CLARA	295,545	185,197	5,681	780	60,051	613	331	5,075	37,817
<b>PSA 11</b>									
SAN JOAQUIN	101,759	68,081	4,744	572	10,300	167	167	2,230	15,498

2000 Census, Summary File 1

1/ AA - African American

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4/ Persons of Hispanic or Latino origin may be of any race.



**TABLE 81. CALIFORNIA POPULATION AGED 55 AND OVER  
BY RACE AND HISPANIC ORIGIN  
FOR STATE, PLANNING AND SERVICE AREAS (PSA), AND COUNTIES**

	55+ TOTAL POPULATION	55+ WHITE	55+ BLACK OR AA 1/	55+ AI/AN 2/	55+ ASIAN	55+ NH/OPI 3/	55+ OTHER	55+ MULTIRACE	55+ HISPANIC OR LATINO 4/
<b>PSA 12</b>									
ALPINE	244	201	0	31	0	0	3	2	7
AMADOR	10,568	9,954	45	90	45	5	8	113	308
CALAVERAS	13,140	12,186	82	95	87	6	3	197	484
MARIPOSA	5,191	4,795	8	91	32	1	11	87	166
TUOLUMNE	16,361	15,299	53	123	82	11	8	221	564
<b>TOTAL</b>	<b>45,504</b>	<b>42,435</b>	<b>188</b>	<b>430</b>	<b>246</b>	<b>23</b>	<b>33</b>	<b>620</b>	<b>1,529</b>
<b>PSA 13</b>									
SAN BENITO	7,995	5,088	49	52	222	9	1	139	2,435
SANTA CRUZ	44,976	37,443	232	156	1,523	30	73	618	4,901
<b>TOTAL</b>	<b>52,971</b>	<b>42,531</b>	<b>281</b>	<b>208</b>	<b>1,745</b>	<b>39</b>	<b>74</b>	<b>757</b>	<b>7,336</b>
<b>PSA 14</b>									
FRESNO	134,524	86,168	5,269	887	8,820	69	137	2,222	30,952
MADERA	23,346	17,045	695	295	318	17	74	510	4,392
<b>TOTAL</b>	<b>157,870</b>	<b>103,213</b>	<b>5,964</b>	<b>1,182</b>	<b>9,138</b>	<b>86</b>	<b>211</b>	<b>2,732</b>	<b>35,344</b>
<b>PSA 15</b>									
KINGS	17,419	11,157	767	147	663	15	20	332	4,318
TULARE	61,823	42,305	671	469	2,040	26	82	1,080	15,150
<b>TOTAL</b>	<b>79,242</b>	<b>53,462</b>	<b>1,438</b>	<b>616</b>	<b>2,703</b>	<b>41</b>	<b>102</b>	<b>1,412</b>	<b>19,468</b>
<b>PSA 16</b>									
INYO	5,413	4,774	0	304	22	0	3	81	229
MONO	2,208	1,999	10	57	19	0	3	20	100
<b>TOTAL</b>	<b>7,621</b>	<b>6,773</b>	<b>10</b>	<b>361</b>	<b>41</b>	<b>0</b>	<b>6</b>	<b>101</b>	<b>329</b>
<b>PSA 17</b>									
SAN LUIS OBISPO	56,954	51,166	385	266	1,040	23	41	754	3,279
SANTA BARBARA	81,975	64,713	1,312	340	2,693	78	70	872	11,897
<b>TOTAL</b>	<b>138,929</b>	<b>115,879</b>	<b>1,697</b>	<b>606</b>	<b>3,733</b>	<b>101</b>	<b>111</b>	<b>1,626</b>	<b>15,176</b>
<b>PSA 18</b>									
VENTURA	137,540	102,978	1,992	496	7,458	176	97	1,445	22,898
<b>PSA 19</b>									
LOS ANGELES CO. /5	1,622,893	827,232	160,640	4,309	217,706	2,625	2,297	29,793	378,291
<b>PSA 20</b>									
SAN BERNARDINO	262,256	173,743	16,508	1,484	11,803	354	319	4,355	53,690
<b>PSA 21</b>									
RIVERSIDE	311,890	239,938	12,318	1,585	8,367	362	276	3,664	45,380
<b>PSA 22</b>									
ORANGE	505,337	369,132	4,547	1,338	61,604	853	449	6,629	60,785

2000 Census, Summary File 1

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**TABLE 81. CALIFORNIA POPULATION AGED 55 AND OVER  
BY RACE AND HISPANIC ORIGIN  
FOR STATE, PLANNING AND SERVICE AREAS (PSA), AND COUNTIES**

	55+ TOTAL POPULATION	55+ WHITE	55+ BLACK OR AA 1/	55+ AI/AN 2/	55+ ASIAN	55+ NH/OPI 3/	55+ OTHER	55+ MULTIRACE	55+ HISPANIC OR LATINO 4/
<b>PSA 23</b> SAN DIEGO	518,416	384,646	17,401	2,070	40,394	1,444	506	6,805	65,150
<b>PSA 24</b> IMPERIAL	24,051	9,129	563	284	449	8	13	260	13,345
<b>PSA 25</b> LOS ANGELES CITY /5	0	0	0	0	0	0	0	0	0
<b>PSA 26</b> LAKE MENDOCINO <b>TOTAL</b>	18,093 20,518 38,611	16,183 18,510 34,693	500 72 572	209 489 698	119 185 304	13 14 27	15 35 50	303 381 684	751 832 1,583
<b>PSA 27</b> SONOMA	98,115	87,685	764	490	2,223	92	116	1,342	5,403
<b>PSA 28</b> NAPA SOLANO <b>TOTAL</b>	30,933 67,574 98,507	27,273 42,729 70,002	242 7,770 8,012	115 321 436	767 9,230 9,997	40 376 416	26 75 101	376 1,390 1,766	2,094 5,683 7,777
<b>PSA 29</b> EL DORADO	34,691	31,962	105	211	597	19	33	475	1,289
<b>PSA 30</b> STANISLAUS	79,820	62,270	1,189	543	2,484	130	107	1,970	11,127
<b>PSA 31</b> MERCED	34,661	22,550	1,355	174	1,722	35	74	873	7,878
<b>PSA 32</b> MONTEREY	68,739	46,250	2,094	303	5,710	227	73	1,003	13,079
<b>PSA 33</b> KERN	109,216	79,017	4,334	980	3,746	58	150	1,958	18,973

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**CALIFORNIA POPULATION AGED 55 AND OVER  
WITH INCOME BELOW 125% OF POVERTY LEVEL BY RACE AND HISPANIC ORIGIN  
FOR STATE, PLANNING AND SERVICE AREAS AND COUNTIES**

APPENDIX F1

	55+ TOTAL POPULATION	55+ WHITE	55+ BLACK OR AA 1/	55+ AI/AN 2/	55+ ASIAN	55+ NH/OPI 3/	55+ OTHER	55+ MULTIRACE	55+ HISPANIC OR LATINO 4/
<b>CALIFORNIA</b>	<b>794,641</b>	<b>391,366</b>	<b>76,089</b>	<b>6,600</b>	<b>96,603</b>	<b>1,828</b>	<b>1,463</b>	<b>21,492</b>	<b>199,200</b>
<b>PSA 1</b>									
DEL NORTE	1,188	962	0	106	52	0	0	61	7
HUMBOLDT	4,061	3,378	24	259	20	0	7	206	167
<b>TOTAL</b>	<b>5,249</b>	<b>4,340</b>	<b>24</b>	<b>365</b>	<b>72</b>	<b>0</b>	<b>7</b>	<b>267</b>	<b>174</b>
<b>PSA 2</b>									
LASSEN	782	660	0	33	0	0	0	37	52
MODOC	558	446	0	52	0	0	0	11	49
SHASTA	5,670	5,166	24	111	142	0	0	124	103
SISKIYOU	2,183	1,911	28	69	27	0	0	54	94
TRINITY	506	477	0	11	0	0	0	2	16
<b>TOTAL</b>	<b>9,699</b>	<b>8,660</b>	<b>52</b>	<b>276</b>	<b>169</b>	<b>0</b>	<b>0</b>	<b>228</b>	<b>314</b>
<b>PSA 3</b>									
BUTTE	6,912	5,964	117	123	183	0	0	193	332
COLUSA	601	377	0	10	0	0	0	2	212
GLENN	732	566	0	26	3	0	0	13	124
PLUMAS	690	637	0	23	0	0	0	21	9
TEHAMA	2,317	2,012	0	66	25	0	0	59	155
<b>TOTAL</b>	<b>11,252</b>	<b>9,556</b>	<b>117</b>	<b>248</b>	<b>211</b>	<b>0</b>	<b>0</b>	<b>288</b>	<b>832</b>
<b>PSA 4</b>									
NEVADA	2,295	2,174	0	17	13	0	0	47	44
PLACER	3,661	3,183	49	46	65	0	0	59	259
SACRAMENTO	26,593	15,192	3,075	339	3,954	98	30	899	3,006
SIERRA	112	99	0	0	0	0	0	0	13
SUTTER	2,442	1,629	31	19	368	0	0	79	316
YOLO	3,405	1,997	130	11	203	0	0	122	942
YUBA	2,185	1,731	52	82	138	0	0	73	109
<b>TOTAL</b>	<b>40,693</b>	<b>26,005</b>	<b>3,337</b>	<b>514</b>	<b>4,741</b>	<b>98</b>	<b>30</b>	<b>1,279</b>	<b>4,689</b>
<b>PSA 5</b>									
MARIN	3,790	3,180	100	16	176	0	7	67	244
<b>PSA 6</b>									
SAN FRANCISCO	29,166	10,117	3,243	97	11,418	144	35	677	3,435
<b>PSA 7</b>									
CONTRA COSTA	15,122	8,711	2,290	114	1,401	29	49	477	2,051
<b>PSA 8</b>									
SAN MATEO	10,260	5,671	713	37	1,721	85	6	286	1,741
<b>PSA 9</b>									
ALAMEDA	30,171	10,561	8,617	157	6,642	87	48	959	3,100
<b>PSA 10</b>									
SANTA CLARA	25,205	11,756	614	141	6,612	58	31	767	5,226
<b>PSA 11</b>									
SAN JOAQUIN	15,644	7,611	1,149	171	2,453	35	50	447	3,728

2000 Census, Summary File 4

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**CALIFORNIA POPULATION AGED 55 AND OVER  
WITH INCOME BELOW 125% OF POVERTY LEVEL BY RACE AND HISPANIC ORIGIN  
FOR STATE, PLANNING AND SERVICE AREAS AND COUNTIES**

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	55+ TOTAL POPULATION	55+ WHITE	55+ BLACK OR AA 1/	55+ AI/AN 2/	55+ ASIAN	55+ NH/OPI 3/	55+ OTHER	55+ MULTIRACE	55+ HISPANIC OR LATINO 4/
<b>PSA 12</b>									
ALPINE	35	17	0	18	0	0	0	0	0
AMADOR	894	841	0	24	0	0	0	5	24
CALAVERAS	1,516	1,391	0	22	0	0	0	51	52
MARIPOSA	911	835	0	27	0	0	0	32	17
TUOLUMNE	1,508	1,413	0	43	0	0	0	6	46
<b>TOTAL</b>	<b>4,864</b>	<b>4,497</b>	<b>0</b>	<b>134</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>94</b>	<b>139</b>
<b>PSA 13</b>									
SAN BENITO	858	378	0	13	8	0	0	34	425
SANTA CRUZ	4,645	3,362	53	53	129	0	9	110	929
<b>TOTAL</b>	<b>5,503</b>	<b>3,740</b>	<b>53</b>	<b>66</b>	<b>137</b>	<b>0</b>	<b>9</b>	<b>144</b>	<b>1,354</b>
<b>PSA 14</b>									
FRESNO	22,587	9,263	1,559	265	2,326	11	7	677	8,479
MADERA	3,846	2,237	134	41	49	0	0	125	1,260
<b>TOTAL</b>	<b>26,433</b>	<b>11,500</b>	<b>1,693</b>	<b>306</b>	<b>2,375</b>	<b>11</b>	<b>7</b>	<b>802</b>	<b>9,739</b>
<b>PSA 15</b>									
KINGS	2,634	1,323	148	39	68	0	0	56	1,000
TULARE	11,146	5,270	214	133	461	0	29	264	4,775
<b>TOTAL</b>	<b>13,780</b>	<b>6,593</b>	<b>362</b>	<b>172</b>	<b>529</b>	<b>0</b>	<b>29</b>	<b>320</b>	<b>5,775</b>
<b>PSA 16</b>									
INYO	734	576	0	86	0	0	0	13	59
MONO	179	161	0	10	0	0	0	0	8
<b>TOTAL</b>	<b>913</b>	<b>737</b>	<b>0</b>	<b>96</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>67</b>
<b>PSA 17</b>									
SAN LUIS OBISPO	5,679	4,640	79	64	141	0	0	146	609
SANTA BARBARA	8,311	5,200	253	27	313	23	52	168	2,275
<b>TOTAL</b>	<b>13,990</b>	<b>9,840</b>	<b>332</b>	<b>91</b>	<b>454</b>	<b>23</b>	<b>52</b>	<b>314</b>	<b>2,884</b>
<b>PSA 18</b>									
VENTURA	12,564	7,347	326	109	626	92	0	147	3,917
<b>PSA 19</b>									
LOS ANGELES CO. /5	262,682	90,071	39,345	1,023	37,003	534	623	7,808	86,275
<b>PSA 20</b>									
SAN BERNARDINO	38,024	20,662	3,228	387	1,517	78	86	881	11,185
<b>PSA 21</b>									
RIVERSIDE	40,612	25,083	2,720	416	1,238	82	71	793	10,209
<b>PSA 22</b>									
ORANGE	46,254	25,850	573	219	8,433	113	62	879	10,125

2000 Census, Summary File 4

1/ AA - African American

2/ AI/AN - American Indian/Alaskan Native

3/ NH/PI - Native Hawaiian & Other Pacific Islander

4/ Persons of Hispanic or Latino origin may be of any race.

5/ Los Angeles County is divided into two planning and service areas, PSA 19 and PSA 25.

PSA 25 consists of the City of Los Angeles. PSA 19 consists of the remaining portion of Los Angeles County.

**CALIFORNIA POPULATION AGED 55 AND OVER  
WITH INCOME BELOW 125% OF POVERTY LEVEL BY RACE AND HISPANIC ORIGIN  
FOR STATE, PLANNING AND SERVICE AREAS AND COUNTIES**

APPENDIX F1

	55+ TOTAL POPULATION	55+ WHITE	55+ BLACK OR AA 1/	55+ AI/AN 2/	55+ ASIAN	55+ NH/OPI 3/	55+ OTHER	55+ MULTIRACE	55+ HISPANIC OR LATINO 4/
<b>PSA 23</b> SAN DIEGO	55,861	32,502	3,312	395	4,868	161	113	1,469	13,041
<b>PSA 24</b> IMPERIAL	5,810	1,317	104	94	82	0	0	30	4,183
<b>PSA 25</b> LOS ANGELES CITY /5	0	0	0	0	0	0	0	0	0
<b>PSA 26</b> LAKE MENDOCINO <b>TOTAL</b>	3,060 2,934 5,994	2,640 2,411 5,051	116 11 127	97 176 273	0 30 30	0 0 0	0 0 0	60 139 199	147 167 314
<b>PSA 27</b> SONOMA	9,229	7,578	146	108	339	0	32	198	828
<b>PSA 28</b> NAPA SOLANO <b>TOTAL</b>	2,468 6,025 8,493	1,929 3,092 5,021	38 1,014 1,052	36 68 104	57 784 841	0 59 59	0 20 20	60 213 273	348 775 1,123
<b>PSA 29</b> EL DORADO	2,800	2,514	6	39	26	0	0	133	82
<b>PSA 30</b> STANISLAUS	11,413	7,788	277	85	505	117	29	426	2,186
<b>PSA 31</b> MERCED	6,127	3,033	397	17	494	0	23	236	1,927
<b>PSA 32</b> MONTEREY	7,298	3,583	269	86	643	22	0	126	2,569
<b>PSA 33</b> KERN	19,746	10,891	1,511	244	847	0	44	465	5,744

2000 Census, Summary File 4

1/ AA - African American

2/ AI/AN - American Indian/Alaskan Native

3/ NH/PI - Native Hawaiian & Other Pacific Islander

4/ Persons of Hispanic or Latino origin may be of any race.

5/ Los Angeles County is divided into two planning and service areas, PSA 19 and PSA 25.

PSA 25 consists of the City of Los Angeles. PSA 19 consists of the remaining portion of Los Angeles County. Data is not available for the City of Los Angeles.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) ENROLLEES  
IN CALIFORNIA BY GENDER, AGE, ETHNICITY, INDIVIDUALS THAT ARE DISABLED,  
AND AT OR BELOW THE POVERTY LEVEL  
FOR FISCAL YEAR 2003-2004

Enrollee Characteristics			
<b>GENDER</b>		<b>ETHNIC GROUP</b>	
Male	1,439	White (not Hispanic)	1,539
Female	2,571	Black (not Hispanic)	632
<b>AGE**</b>		Hispanic	1,111
55-59	873	American Indian or Alaskan Native	53
60-64	1,149	Asian or Pacific Islander	675
65-69	807	<b>EDUCATION</b>	
70-74	638	8th and Under	537
75 and Over	532	9th - 11th Grade	393
<b>OTHER*</b>		High School Grad or Equivalent	1,295
Family at or Below Poverty Level	3,665	1-3 Years of College	1,137
Veteran	418	4 Years of College or More	648
Disabled	347		
<b>Total for Each Characteristic, except Other*</b>	<b>4,010</b>		

\* This Characteristic would not apply to each participant.

\*\* Eleven participants not recorded.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) ENROLLEES  
IN CALIFORNIA BY GENDER, AGE, ETHNICITY, INDIVIDUALS THAT ARE DISABLED,  
AND AT OR BELOW THE POVERTY LEVEL  
FOR FISCAL YEAR 2002-2003

Enrollee Characteristics			
<b>GENDER</b>		<b>ETHNIC GROUP</b>	
Male	1,280	White (not Hispanic)	1,385
Female	2,344	Black (not Hispanic)	549
<b>AGE</b>		Hispanic	950
55-59	854	American Indian or Alaskan Native	51
60-64	961	Asian or Pacific Islander	689
65-69	755	<b>EDUCATION</b>	
70-74	604	8th and Under	521
75 and Over	450	9th - 11th Grade	325
<b>OTHER*</b>		High School Grad or Equivalent	1,189
Family at or Below Poverty Level	3,217	1-3 Years of College	974
Veteran	366	4 Years of College or More	615
Disabled	315		
<b>Total for Each Characteristic, except Other*</b>	<b>3,624</b>		

\* This Characteristic would not apply to each participant.

## Senior Community Service Employment Program (SCSEP) State Plan Survey Questions

(Revised March 10, 2005)

Date \_\_\_\_\_ PSA \_\_\_\_\_ County \_\_\_\_\_

Telephone  
Number \_\_\_\_\_ E-mail Address \_\_\_\_\_

Agency \_\_\_\_\_

Name of Individual Completing Survey \_\_\_\_\_

As a requirement of the U. S. Department of Labor's (DoL) State Plan your participation in completing this survey is required. This year the survey is in two parts. Part I is to address questions that are required to assist CDA in preparing for a DoL evaluation of SCSEPs in California that will be conducted within the next month and Part II is to update the survey results from the Program Year (PY) 2004 State Plan.

**FISCAL YEAR (FY) 2003-04 DATA SHOULD BE USED FOR ANY QUESTIONS THAT YOU RESPOND TO IN THE SURVEY.**

**Complete one survey for each county in which your agency provides services, i.e., if your agency covers Napa and Solano counties – complete two surveys.**

If you are a CDA State Project, e-mail your completed survey to your CDA SCSEP Specialist by **March 21, 2005.**

If you are a National Contractor, e-mail your completed survey to [mpynn@aging.ca.gov](mailto:mpynn@aging.ca.gov) by **March 21, 2005.**

### PART I: THE FOLLOWING QUESTIONS ARE TO ASSIST WITH THE DoL EVALUATION OF SCSEPS IN CALIFORNIA

1. Provide specific techniques that have been particularly successful in training older workers.

\_\_\_\_\_.

2. Indicate how workers' compensation costs affect your program.

\_\_\_\_\_

3. How do you determine and measure the value of SCSEP to the community?

\_\_\_\_\_

4. How do you insure that participant services are in addition to an agency's needs and are not a substitution for agency services.

\_\_\_\_\_

5. Indicate if some community services are more valuable than others.

\_\_\_\_\_

Senior Community Service Employment Program (SCSEP)  
 State Plan Survey Questions  
 Page 2  
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6. Indicate the unique challenges SCSEP faces. \_\_\_\_\_
- In rural areas \_\_\_\_\_
  - In counties with higher minimum wages \_\_\_\_\_
  - In meeting the needs of monolingual non-English speaking people \_\_\_\_\_
  - with minority older workers \_\_\_\_\_

**PART II: PLEASE REVIEW THE REMAINING QUESTIONS FROM THE PREVIOUS SURVEY AND DETERMINE IF YOU HAVE **NEW** INFORMATION OTHER THAN WHAT WAS REPORTED IN THE PY 2004 STATE PLAN. THE PREVIOUS SURVEY INFORMATION WAS GATHERED FROM FY 2002-03. FOR EACH QUESTION THAT YOU DO NOT HAVE **NEW** INFORMATION, PLEASE MARK THE "NO CHANGE" BOX.**

1. Indicate any new Workforce Investment Act (WIA) activities you provide. **(Check all activities that apply)**

☐ No Change from previous survey

- ☐ One-Stop Career Center Operator
- ☐ WIA infrastructure support – If checked, indicate the type of support (funding)
- ☐ Cash    ☐ In-kind    ☐ None    ☐ Other support, explain \_\_\_\_\_
- ☐ SCSEP co-located in a One-Stop Career Center      # of Centers \_\_\_\_\_
- ☐ SCSEP participants stationed at the One-Stop      # of participants \_\_\_\_\_
- ☐ SCSEP office at the One-Stop
- ☐ Other type of co-location activity, explain \_\_\_\_\_
- ☐ Local Workforce Investment Board (LWIB) member      # of LWIBs \_\_\_\_\_
- List the name(s) of LWIB member(s) representing older workers** \_\_\_\_\_
- ☐ LWIB committee member      # of committees \_\_\_\_\_
- ☐ Other WIA activity, explain \_\_\_\_\_

2. Indicate if new Memorandums of Understanding (MOU) have been executed with the following agencies. **(Check all agencies that apply)**

☐ No Change from previous survey

- ☐ LWIB      # of MOU \_\_\_\_\_



Senior Community Service Employment Program (SCSEP)  
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- ☐ One-Stop Career Centers # of MOU \_\_\_\_\_
- ☐ National Title V Contractor # of MOU \_\_\_\_\_
- ☐ CDA State Title V Contractor # of MOU \_\_\_\_\_
- ☐ Other MOU, explain \_\_\_\_\_

**List the strategies on you plan to execute MOUs with the LWIBs, One-Stop Career Centers, and other SCSEP providers in your county that you do not currently have an MOU with \_\_\_\_\_**

3. List the unemployment rate for your area.

☐ No Change from previous survey

General rate \_\_\_\_\_ Seasonal rate \_\_\_\_\_

4. List the top two labor market categories in your community.

☐ No Change from previous survey

1st \_\_\_\_\_ 2nd \_\_\_\_\_

5. Indicate if SCSEP participants meet the top two labor market categories in your community.

☐ No Change from previous survey

☐ Yes ☐ No ☐ Somewhat If no or somewhat, explain \_\_\_\_\_

6. Indicate your participants' barriers to employment for the top two labor market needs/all other barriers to employment. **(Check all barriers that apply)**

☐ No Change from previous survey

- ☐ Level of Education
- ☐ English proficiency
- ☐ Literacy skills
- ☐ College or Graduate Degree
- ☐ Out of Date ☐ Obsolete ☐ Foreign ☐ Other, explain \_\_\_\_\_
- ☐ Cultural diversity of population

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- ☐ Transportation
- ☐ Health
- ☐ Physical limitation/stamina
- ☐ Lack of job ready skills
- ☐ Computer literacy
- ☐ Other barrier, explain \_\_\_\_\_

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) ENROLLEES  
IN CALIFORNIA THAT PROVIDE SERVICES TO THE GENERAL COMMUNITY  
AND THE ELDERLY COMMUNITY FOR FISCAL YEAR 2003-2004

Services to the General Community	Number of Enrollees	Services to the Elderly Community	Number of Enrolles
Education	334	Project Administration	210
Health and Hopsitals	147	Health and Home Care	64
Housing/Home Rehabilitation	40	Housing/Home Rehabilitation	30
Employment Assistance	284	Employment Assistance	172
Recreation, Parks, and Forests	355	Recreation/Senior Centers	217
Environmental Quality	24	Nutrition Programs	367
Public Works and Transportation	69	Transportation	7
Social Services	1049	Outreach/Referral	108
Other	403	Other	130
<b>Total</b>	<b>2,705</b>	<b>Total</b>	<b>1,305</b>
<b>Grand Total</b>	<b>4,010</b>		

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) ENROLLEES  
IN CALIFORNIA THAT PROVIDE SERVICES TO THE GENERAL COMMUNITY  
AND THE ELDERLY COMMUNITY FOR FISCAL YEAR 2002-2003

Services to the General Community	Number of Enrollees	Services to the Elderly Community	Number of Enrolles
Education	374	Project Administration	196
Health and Hopsitals	119	Health and Home Care	53
Housing/Home Rehabilitation	45	Housing/Home Rehabilitation	29
Employment Assistance	229	Employment Assistance	102
Recreation, Parks, and Forests	308	Recreation/Senior Centers	151
Environmental Quality	16	Nutrition Programs	351
Public Works and Transportation	47	Transportation	5
Social Services	988	Outreach/Referral	125
Other	409	Other	77
<b>Total</b>	<b>2,535</b>	<b>Total</b>	<b>1,089</b>
<b>Grand Total</b>	<b>3,624</b>		

Note: Data reflect the 2003 benchmark.  
Data source: EDD, LMD, Local Area Unemployment Statistics (LAUS)  
Produced by:  
California Employment Development Department  
Labor Market Information Division  
Data Analysis and Support Unit  
January 2005

### Memorandum of Understanding (MOU) Checklist

California Local WIB Areas	Number of WIBs in Local Workforce Investment Areas	Grantee(s) in Local WIB Area	Existing MOU? Yes or No	<u>** If MOU does not exist,</u> timeline for accomplishing MOU
Alameda	2	CDA SSA USFS	Y – 2 N N	TBD TBD
Alpine El Dorado Nevada Placer Sierra	1	EW USFS	N N	TBD TBD
Amador Calaveras Mariposa Tuolumne	1	EW USFS	Y N	TBD
Butte Del Norte Lassen Modoc Plumas Shasta Siskiyou Tehema Trinity	1	EW USFS AARP	Y N N	TBD TBD
Colusa Glenn Lake Sutter Yuba	1	EW USFS	Y N	TBD
Contra Costa	1	AARP	Y	
Fresno	1	CDA SER USFS	N Y N	6/30/07  TBD
Humboldt	1	AARP	N	TBD
Imperial	1	NICOA SER	N	TBD
Inyo Kern Mono	1	CDA USFS EW	N N N	6/30/07 TBD TBD
Kings	1	CDA AARP	N Y	TBD

California Local WIB Areas	Number of WIBs in Local Workforce Investment Areas	Grantee(s) in Local WIB Area	Existing MOU? Yes or No	<u>** If MOU does not exist, timeline for accomplishing MOU</u>
Los Angeles County	7	CDA ABLE ANPPM NAPCA NCOA SER SSA USFS	Y – 7 Unknown N N Y N N N	TBD TBD Unknown TBD TBD TBD
Los Angeles City	1	CDA ABLE ANPPM NAPCA NCOA SER SSA USFS	Y Unknown N N N N N N	TBD TBD Unknown TBD TBD TBD
Madera	1	SER	Y	
Marin	1	CDA AARP NCOA	N Unknown Unknown	TBD
Mendocino	1	EW	N	TBD
Merced	1	CDA EW	Y Y	
Monterey	1	SSA USFS	N N	TBD TBD
Napa	1	CDA EW	Y Y	
Orange	3	CDA NAPCA SER SSA	Y – 2 N N N	TBD TBD TBD
Riverside	1	CDA NICOA SER	N Unknown N	6/30/07 Unknown TBD
Sacramento	1	AARP EW	N N	TBD TBD
San Benito	1	EW	N	TBD
San Bernardino	2	CDA ANPPM NICOA SSA USFS	Y – 2 N Unknown N N	TBD Unknown TBD TBD

California Local WIB Areas	Number of WIBs in Local Workforce Investment Areas	Grantee(s) in Local WIB Area	Existing MOU? Yes or No	<u>** If MOU does not exist, timeline for accomplishing MOU</u>
San Diego	1	CDA ANPPM NICOA SER SSA	Y N Unknown N Y	TBD Unknown TBD
San Francisco	1	NAPCA NCOA	Y Y	
San Joaquin	1	CDA EW NCOA	Y N Unknown	TBD
San Luis Obispo	1	SSA	N	TBD
San Mateo	1	CDA NAPCA NCOA	Y N Unknown	TBD
Santa Barbara	1	SSA	Unknown	Unknown
Santa Clara	2	CDA NAPCA NCOA	N N Y - 1	TBD TBD
Santa Cruz	1	NCOA	Y	
Solano	1	CDA EW NCOA USFS	Y Y N N	TBD TBD
Sonoma	1	AARP EW	N Y	TBD
Stanislaus	1	CDA EW SSA	Y N Y	TBD
Tulare	1	CDA AARP	N Y	TBD
Ventura	1	CDA ANPPM EW USFS	Y N Y N	TBD TBD
Yolo	1	AARP EW	N Y	TBD

# California Department of Aging



Developed by the California Department of Aging  
 (10/98)



## SENIOR WORKER ADVOCATE COUNCIL

NAME	Employees-Constituents
<u>Jacqui N. Antee</u> AARP- Past California State President	<u>AARP</u> -3.2 million California Members, 6000 volunteers, 27 staff.
<u>Gene Fredricks</u> President, Del Jones Associates	<u>California EAC</u> - 52 local councils- work with approximately 75,000 employers statewide
<u>Kimberly B. Martinson, CAE</u> Executive Director, Transportation Management Association of San Francisco	<u>Transportation Mgmt. Assoc.</u> -Membership base includes about 72,000 employees from approx. 3000 businesses <u>SHRM</u> -165,000 Members
<u>Johnna Meyer</u> SCSEP Policy Manager, Department of Aging, Sacramento	<u>Department of Aging</u> -approx. 4.4 million Senior California residents
<u>Marjorie Murray</u> Business/Legal Affairs Writer	<u>Congress of California Seniors</u> – Over 650,000 California residents